



DoD CIVILIAN WORKFORCE STATISTICS

DOD
DEMOGRAPHICS
July 2006 Edition

DoD Demographics

Department of Defense (DOD) Civilian Workforce Demographics Introduction

The DOD Civilian Workforce Demographics are produced monthly by the Civilian Personnel Management Service (CPMS), Human Resources Automated Systems Division as a convenient reference for various audiences. It contains information, using tables and charts, about the DOD workforce that is supported by the Defense Civilian Personnel Data System (DCPDS). DCPDS processes personnel transactions for over 800,000 DOD civilians on a 'real-time basis' and is the largest Human Resources system in the world. The majority of the data contained in the charts and tables that make up the DOD Civilian Workforce Demographics are "as of" the end of the month, however data is included from a historical perspective in some instances. The tables and charts included are generated solely from DCPDS with the exception of Non Appropriated Fund data, which is provided by the Defense Manpower Data Center (DMDC) and subsequently incorporated.

DMDC maintains the largest historical archive of personnel, manpower, training, and financial data in DOD. DMDC personnel data is broad in scope and extends back to the early 1970s to cover all Military Services, all components of the Total Force (active duty, guard, reserve, and civilian), and all the phases of the personnel life cycle (accession/separation/retirement). For additional information on DMDC and their data services, visit <http://www.dmdc.osd.mil>.

Customers should be aware that when comparing DCPDS and DMDC data, discrepancies will surface, due to the fact that DCPDS uses transactional data while DMDC uses snapshots of data. The "as of date" of the data will also differ. Also, DMDC receives data not only from DCPDS, but from other systems. Finally, DCPDS covers personnel in pay and non pay status, while DMDC reports only personnel in pay status.

Another source for data comparison is the Office of Personnel Management's FACT BOOK, Which can be found at <http://www.opm.gov/feddata/factbook/>. This source provides information on the entire Federal community.

You may download a copy of any of the versions of the DOD Civilian Workforce Demographics publication that are available. Three (3) months will be available. The document is available in Adobe Acrobat's Portable Document Format (PDF), which requires Adobe Acrobat for viewing and printing. Acrobat uses hypertext and electronic bookmarks to help the reader navigate through the document.

The DOD Civilian Workforce Demographics are designed to be easy-to-use and to provide useful, high level information. Comments for improvement or suggestions are welcome. For feedback and suggestions, please send e-mail to [Feedback](#)

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NAF General Workforce Demographics (RNO, *Ethnicity, Age, Gender) 47

*Non Appropriated Fund data provided by DMDC. Per DMDC, RNO and Ethnicity are two different fields. The data in the race category includes people of any ethic preference (Hispanic, non-Hispanic). The 'Hispanic' ethnicity category means, the number of people who are Hispanic/non-Hispanic based on the same population used to determine the number of personnel who are in each race category.

LOCAL NATIONALS

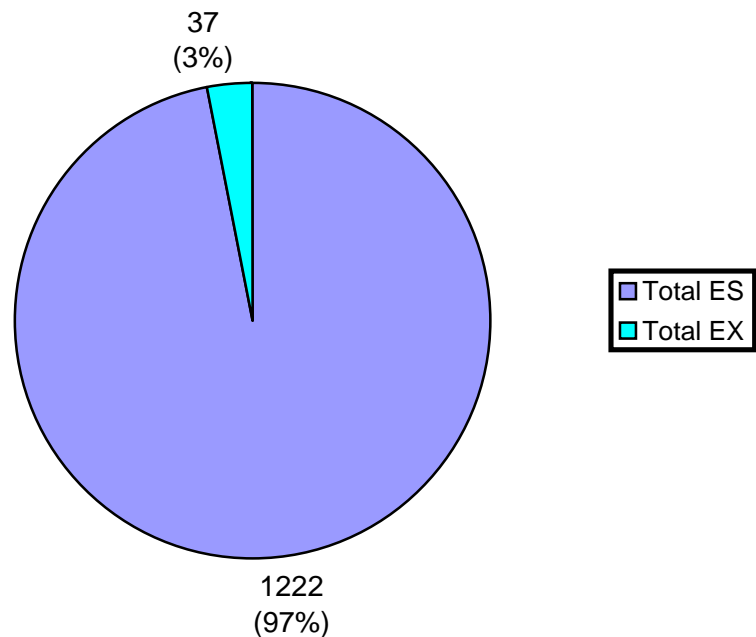
Local Nationals by Component 49

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Appropriated Fund

DoD Executives and Senior Level Employees (Appropriated Fund)

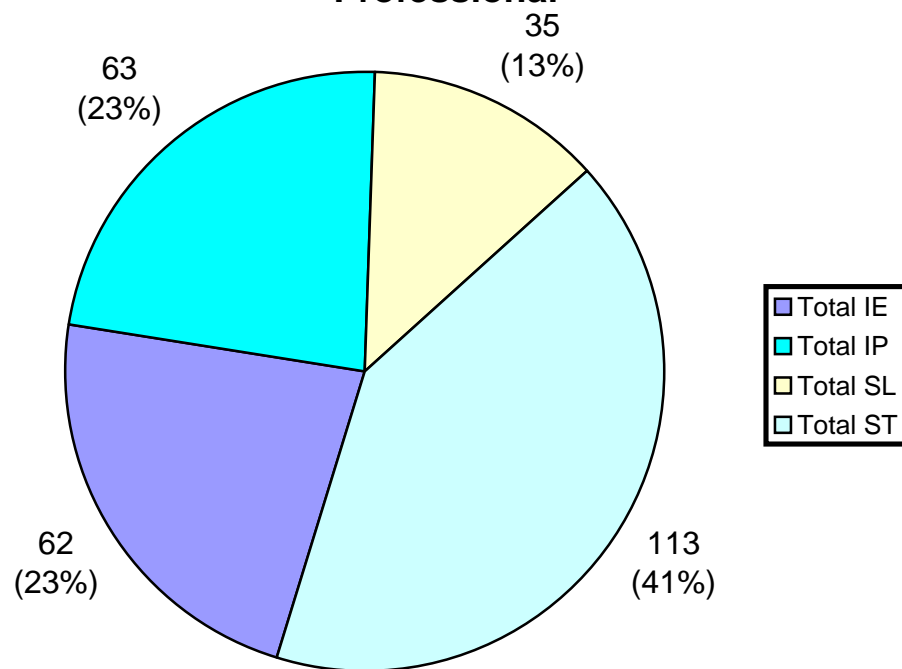
Senior Executive Service and Executive Pay



Executive Service & Executive Pay

ES	1222	97%
EX	37	3%
Total ES & EX	1259	100%

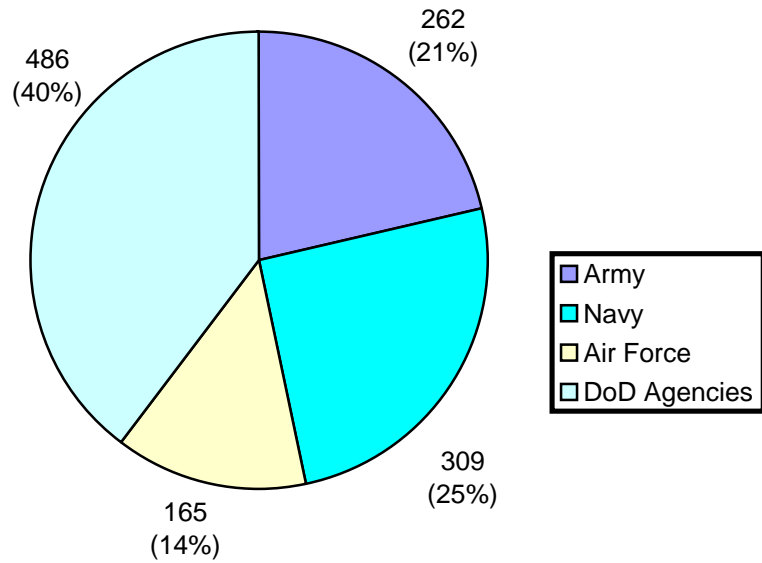
Intelligence Executive/Professional Senior Level Positions/Scientific and Professional



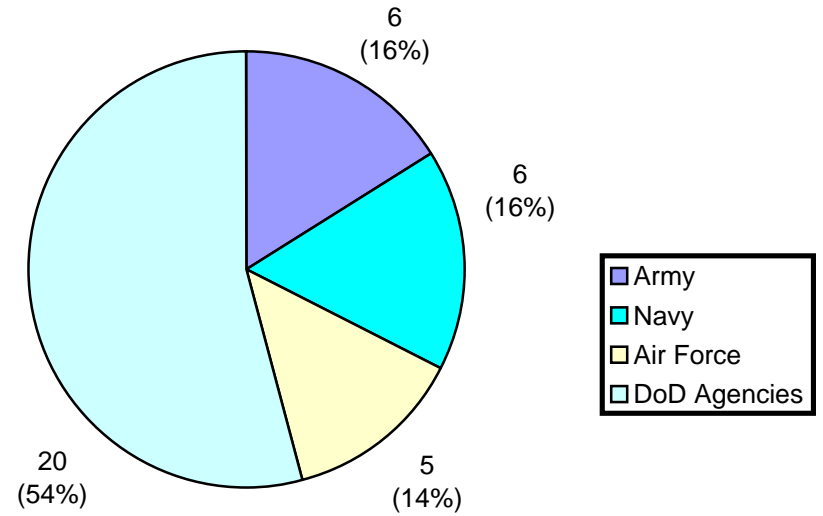
Intelligence Executive/Intelligence Professional Senior Level Positions/Scientific and Professional

IE	62	23%
IP	63	23%
SL	35	13%
ST	113	41%
Total	273	100%

DoD Executives by Component (Appropriated Fund)

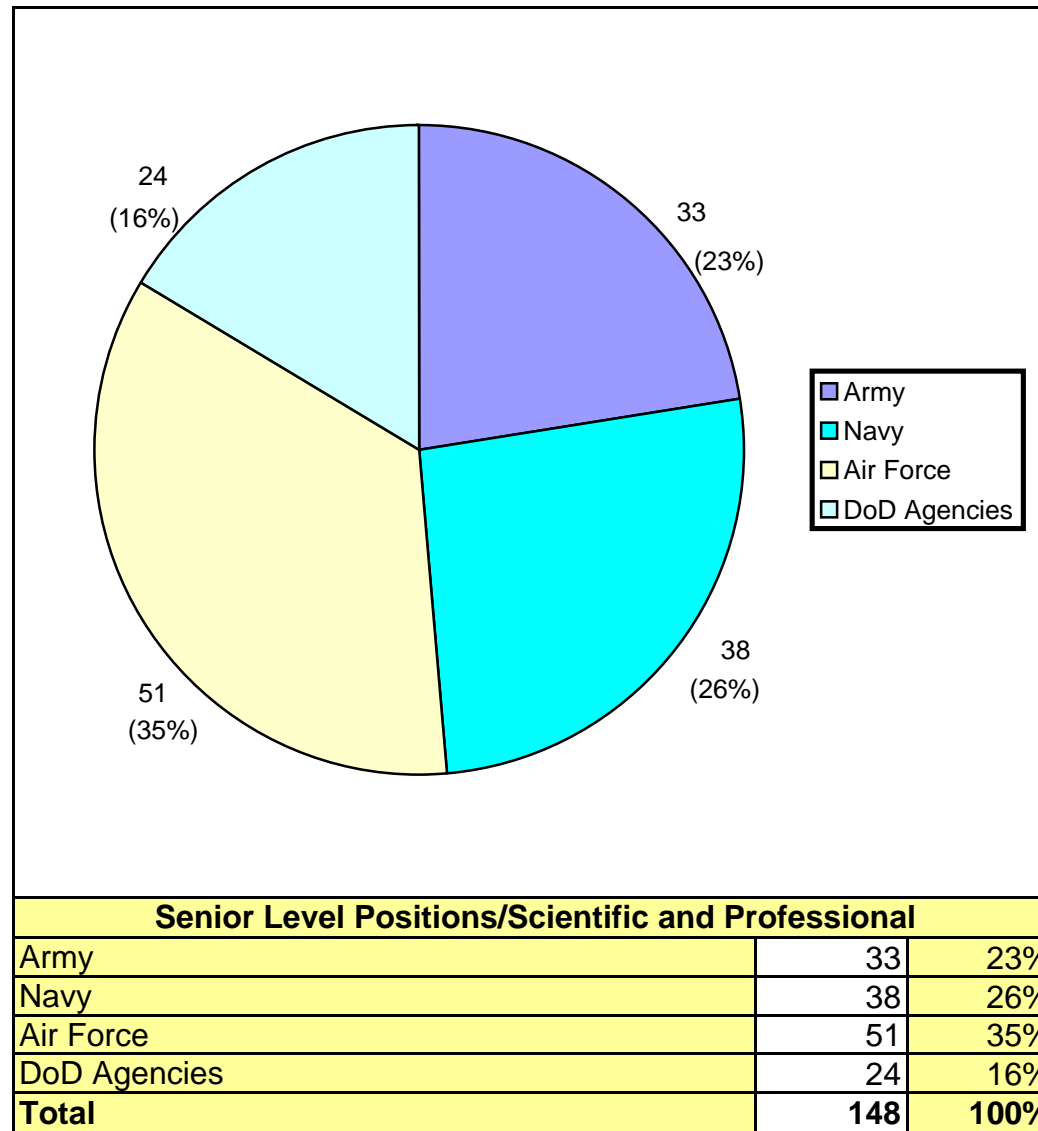


Senior Executive Service		
Army	262	21%
Navy	309	25%
Air Force	165	14%
DoD Agencies	486	40%
Total	1222	100%

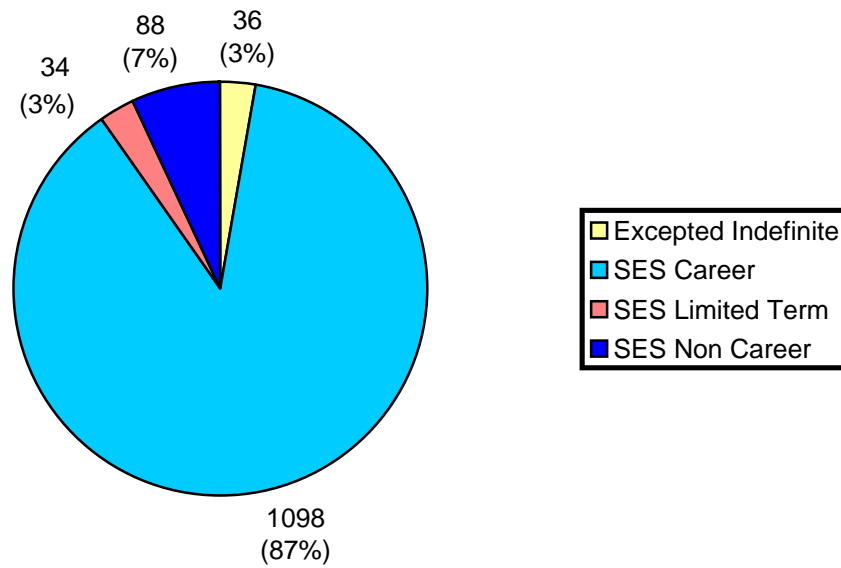


Executive Pay		
Army	6	16%
Navy	6	16%
Air Force	5	14%
DoD Agencies	20	54%
Total	37	100%

DoD Senior Level Positions/Scientific and Professional by Components (Appropriated Fund)



DoD Executives by Appointment Type (Appropriated Fund)

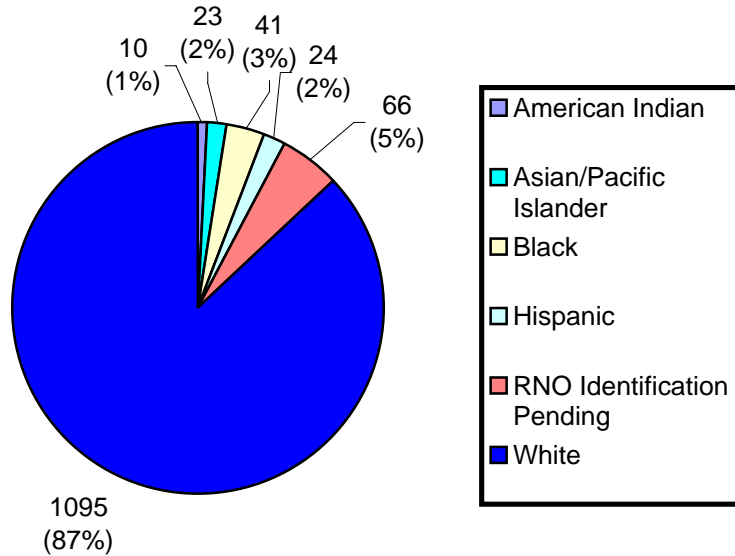


DoD Executives by Appointment Type		
Competitive Career	*1	0%
Excepted Appointment NTE	*1	0%
Excepted Indefinite	36	3%
Indefinite Appointment	*1	0%
SES Career	1098	87%
SES Limited Term	34	3%
SES Non Career	88	7%
Total	1259	100%

*Some data shown in table are not provided in the chart above

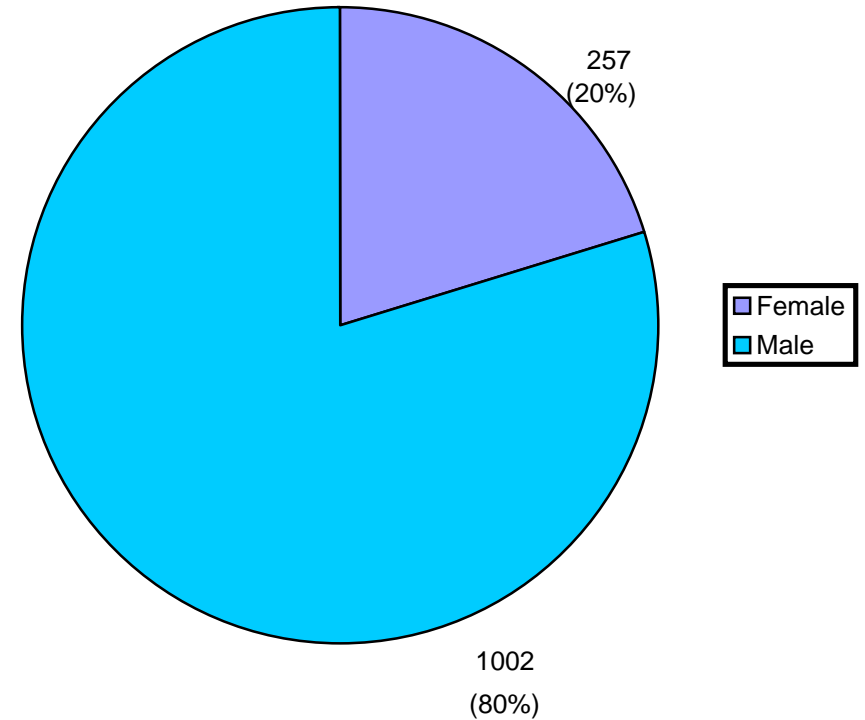
General Workforce Demographics of Executives (Appropriated Fund)

**Race/National Origin
Executive Service and Executive Pay**



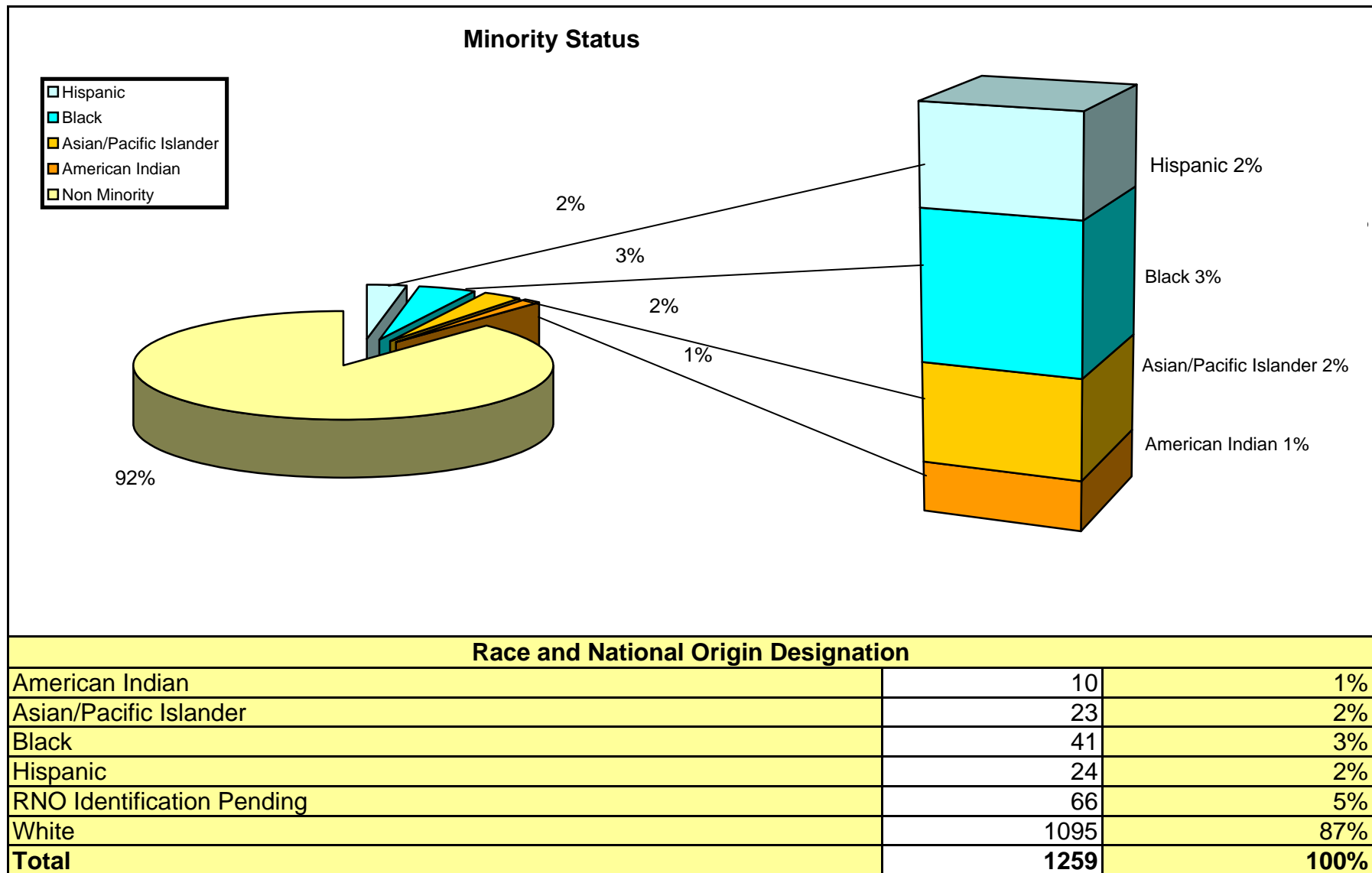
Race and National Origin Designation		
American Indian	10	1%
Asian/Pacific Islander	23	2%
Black	41	3%
Hispanic	24	2%
RNO Identification Pending	66	5%
White	1095	87%
Total	1259	100%

**Gender
Executive Service and Executive Pay**

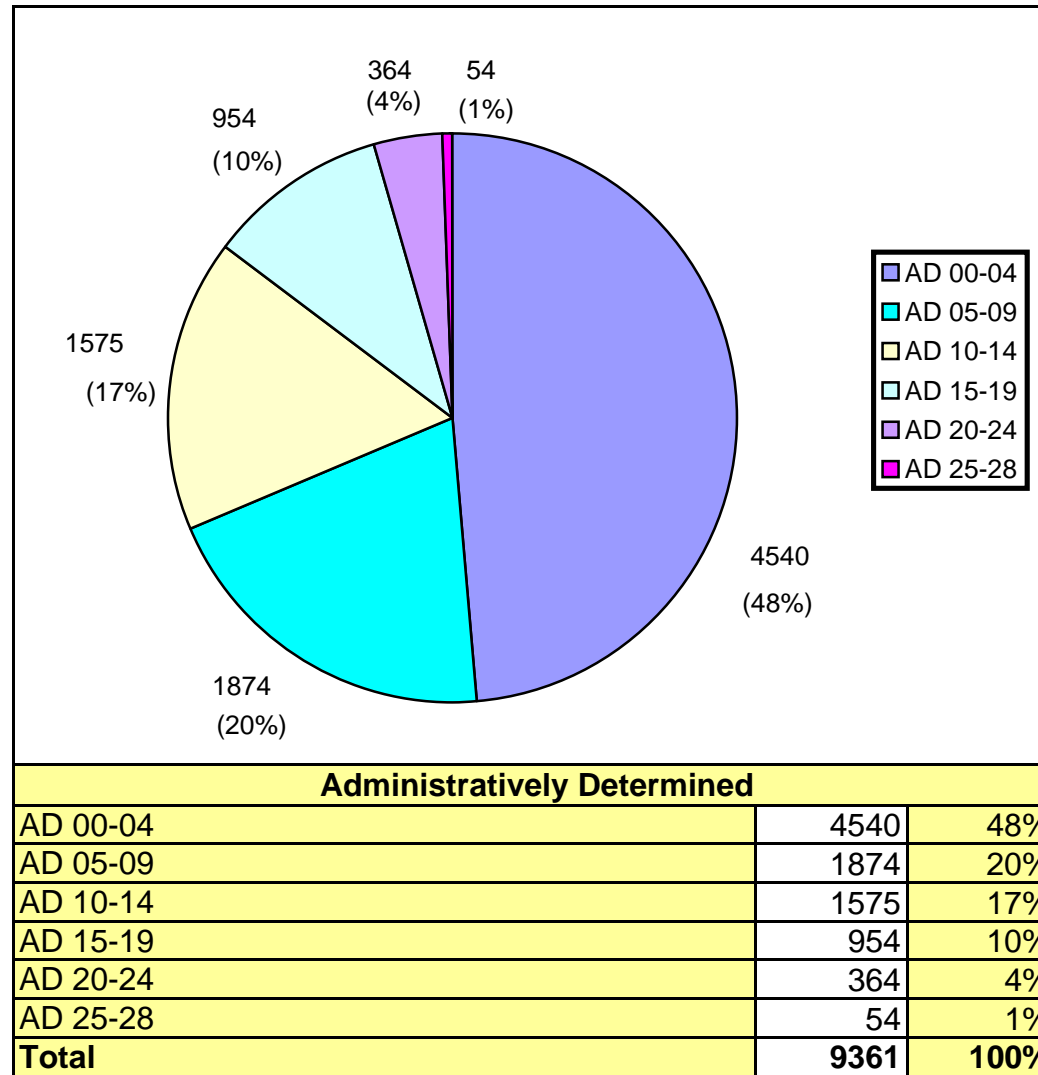


Gender		
Female	257	20%
Male	1002	80%
Total	1259	100%

General Workforce Demographics of Executives (Appropriated Fund)

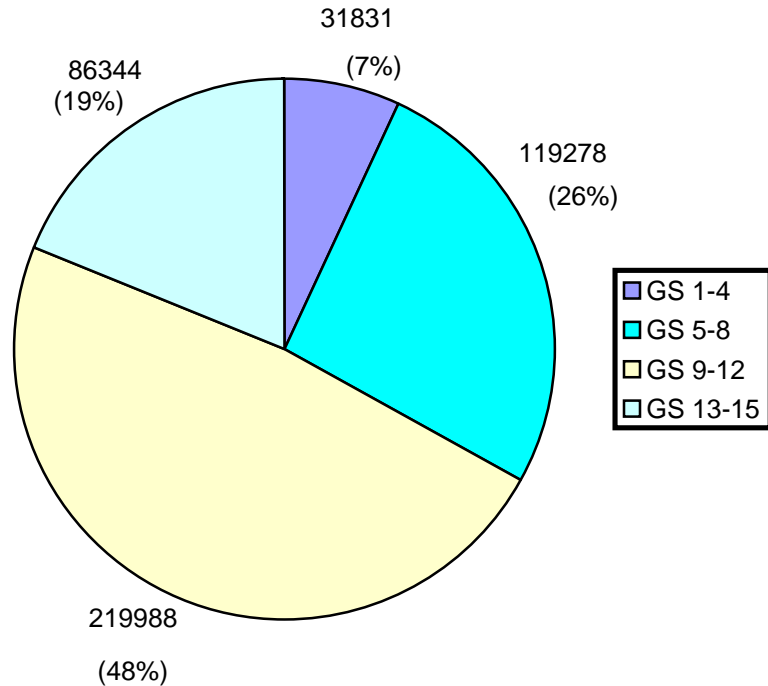


Administratively Determined (Appropriated Fund/White Collar)



General Schedule and Lab/Demonstration Projects (Appropriated Fund/White Collar)

GS and Equivalent

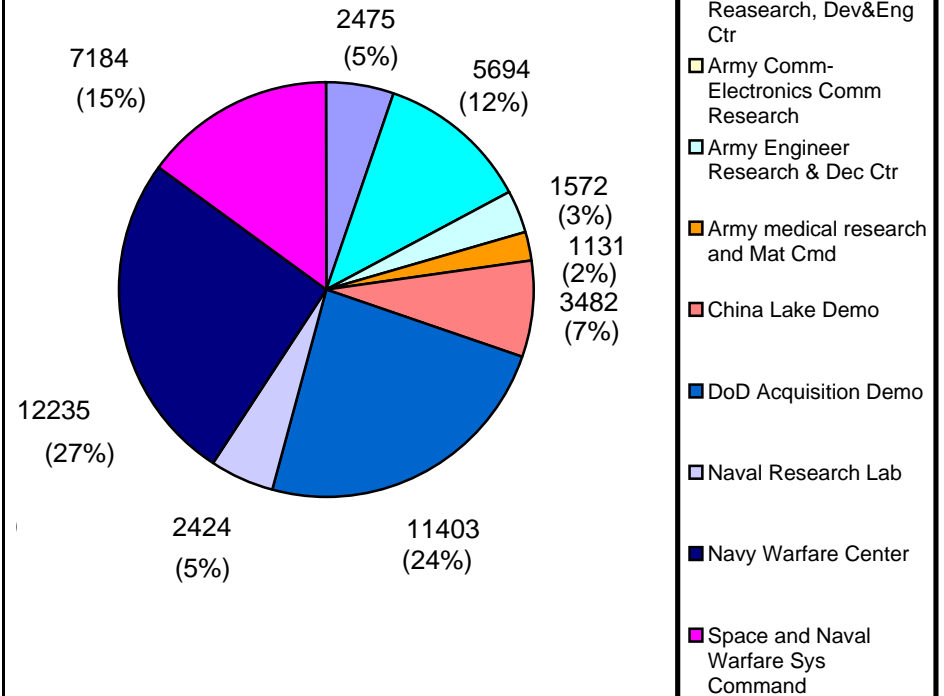


GS and Equivalent*

GS 1-4	31831	7%
GS 5-8	119278	26%
GS 9-12	219988	48%
GS 13-15	86344	19%
Total	457441	100%

*Includes GS, GM and GG Pay Plans

Lab/Demos

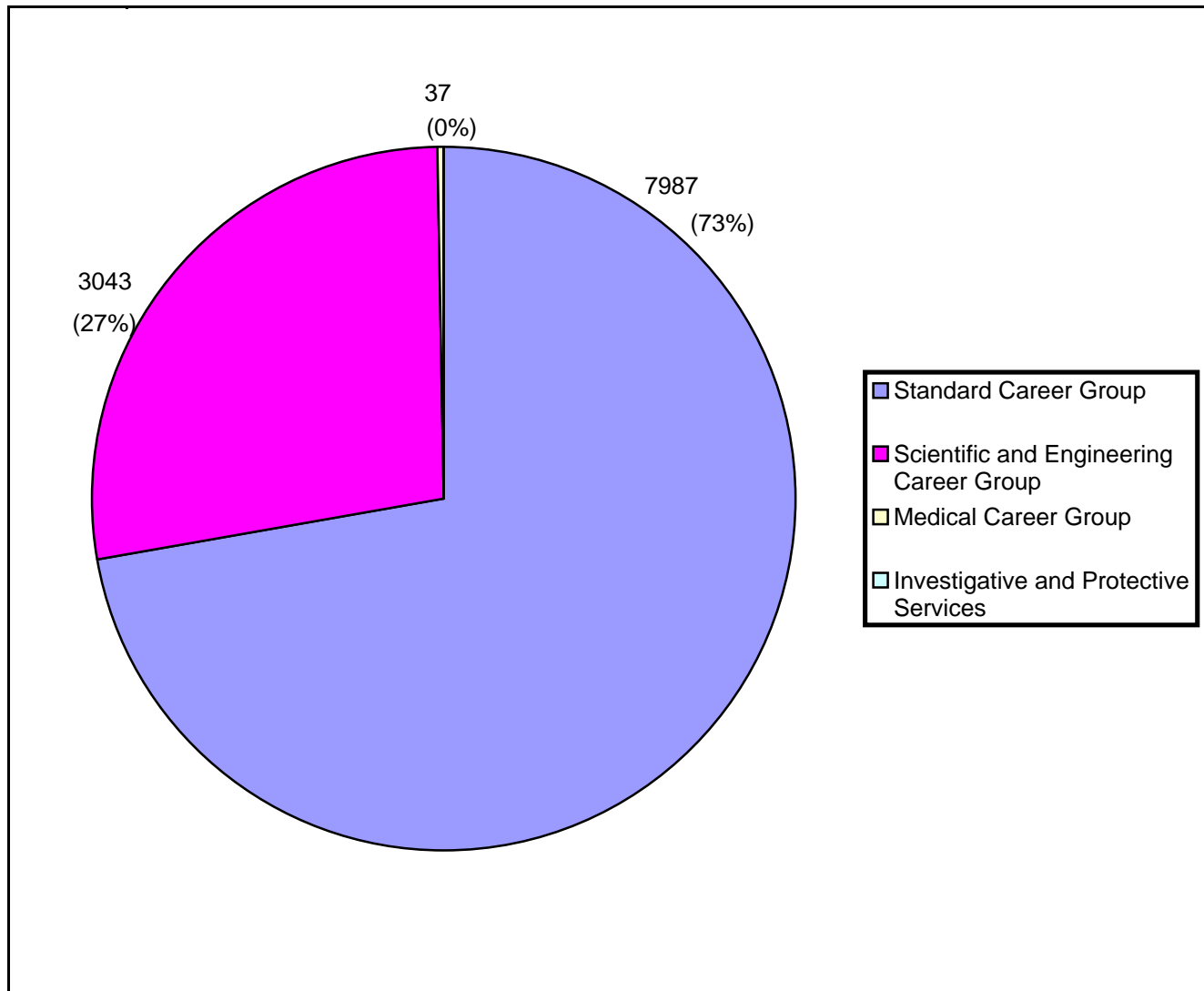


Lab/Demos

Air Force Research Lab	2475	5%
Army Aviation Research, Dev&Eng Ctr	5694	12%
Army Comm-Electronics Comm Research	*293	0%
Army Engineer Research & Dev Ctr	1572	3%
Army Medical Research and Mat Cmd	1131	2%
China Lake Demo	3482	7%
DoD Acquisition Demo	11403	24%
Naval Research Lab	2424	5%
Navy Warfare Center	12235	27%
Space and Naval Warfare Sys. Command	7184	15%
Total	47893	100%

*Some data shown in table are not provided in the chart above

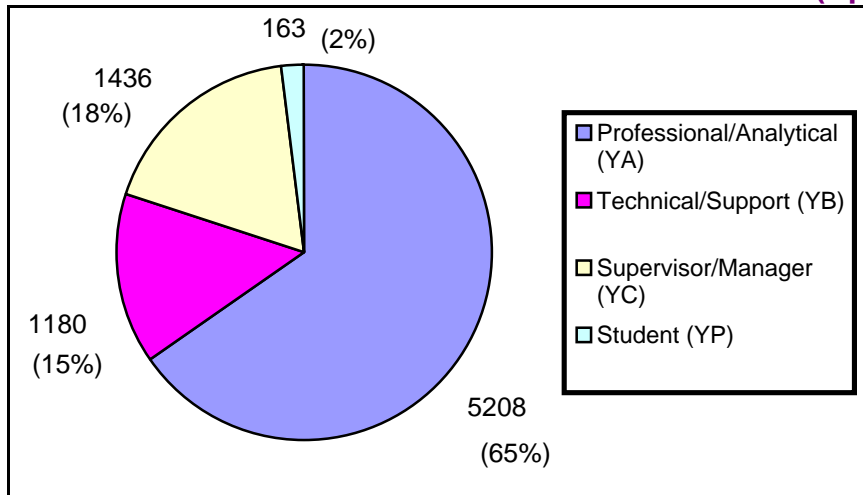
National Security Personnel System (Appropriated Fund)



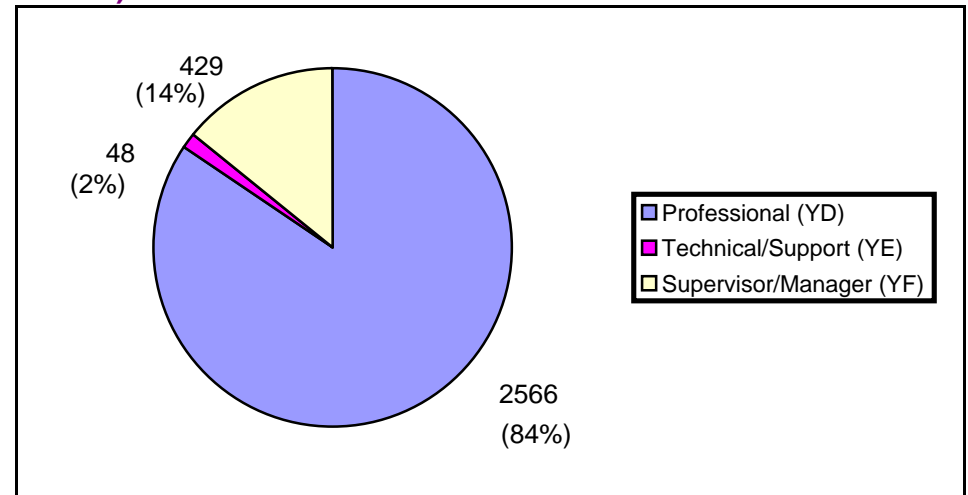
National Security Personnel System		
Standard Career Group (YA, YB, YC, YP Pay Plans)	7987	73%
Scientific and Engineering Career Group (YD, YE, YF Pay Plans)	3043	27%
Medical Career Group (YG, YH, YI, YJ Pay Plans)	37	0%
Investigative and Protective Services (YK, YL, YM, YN Pay Plans)	*11	0%
Total	11078	100%

*Some data in table are not provided in chart above because too small to be represented

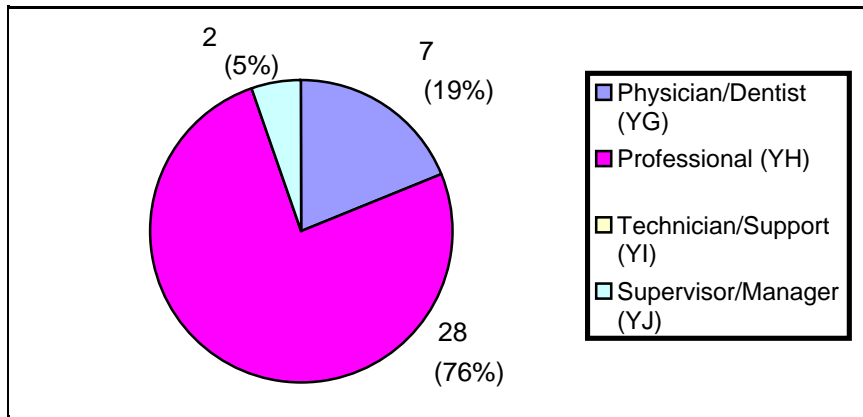
National Security Personnel System (Appropriated Fund)



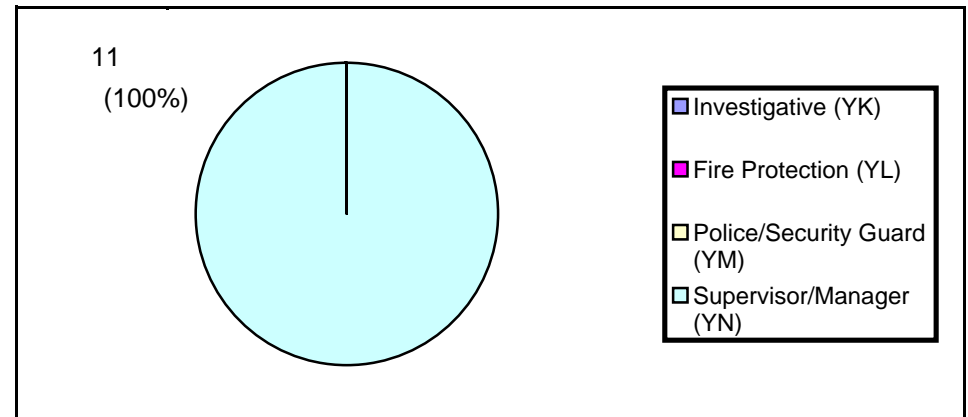
Standard Career Group		
Professional/Analytical (YA)	5208	65%
Technical/Support (YB)	1180	15%
Supervisor/Manager (YC)	1436	18%
Student (YP)	163	2%
Total	7987	100%



Scientific and Engineering Career Group		
Professional (YD)	2566	84%
Technical/Support (YE)	48	2%
Supervisor/Manager (YF)	429	14%
Total	3043	100%

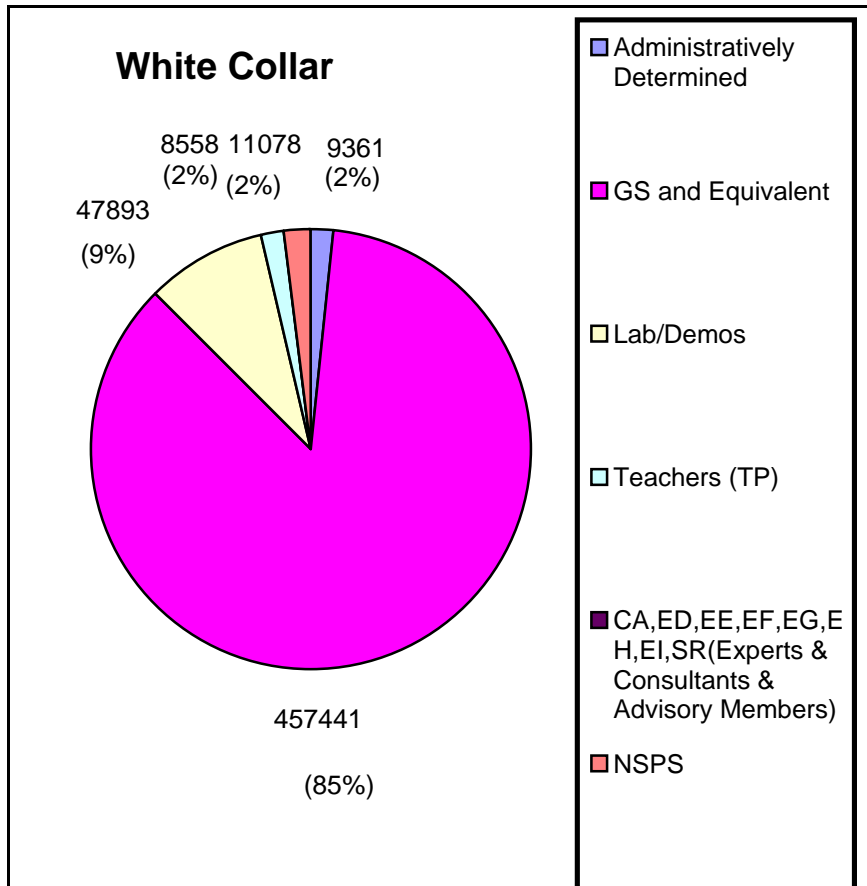


Medical Career Group		
Physician/Dentist (YG)	7	19%
Professional (YH)	28	76%
Technician/Support (YI)	0	0%
Supervisor/Manager (YJ)	2	5%
Total	37	100%



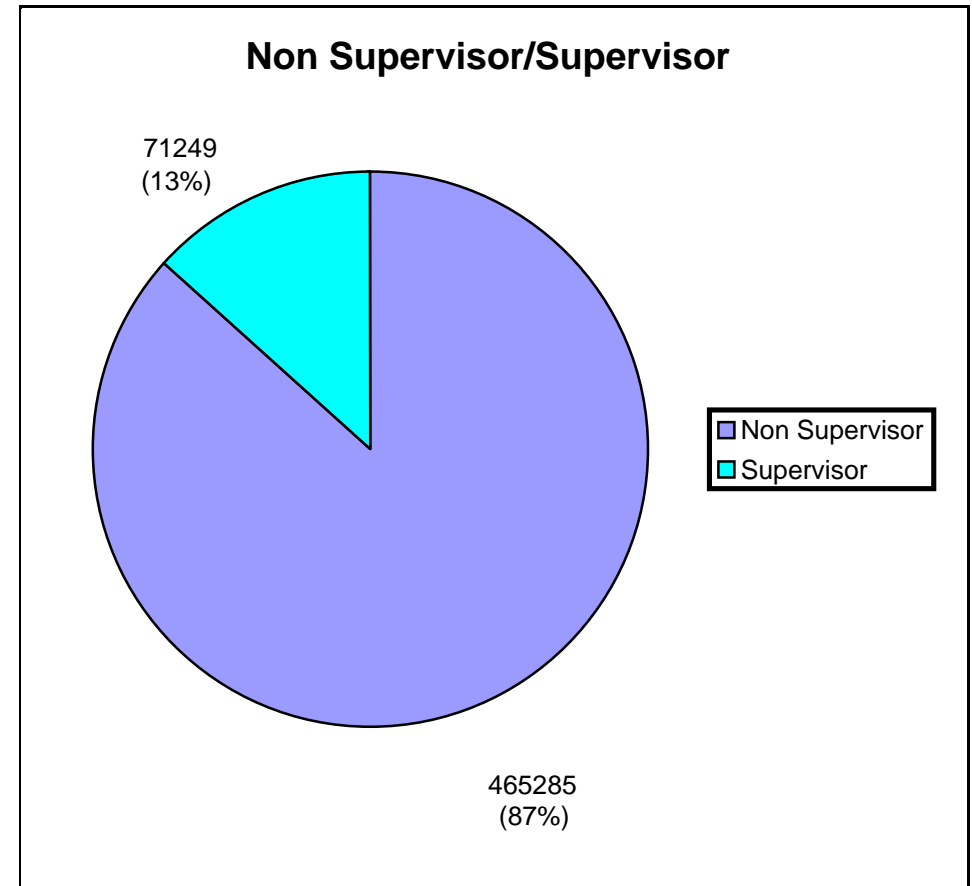
Investigative and Protective Services		
Investigative (YK)	0	0%
Fire Protection (YL)	0	0%
Police/Security Guard (YM)	0	0%
Supervisor/Manager (YN)	11	100%
Total	11	100%

White Collar Employees (Appropriated Fund)



White Collar Employees		
Executive (ES,EX)	*1259	0%
IE,IP,SL,ST	*273	0%
Administratively Determined	9361	2%
GS and Equivalent	457441	85%
Lab/Demos	47893	9%
Teachers (TP)	8558	2%
CA,ED,EE,EF,EG,EH,EI,SR(Experts & Consultants & Advisory Members)	*671	0%
NSPS	11078	2%
Total	536534	100%

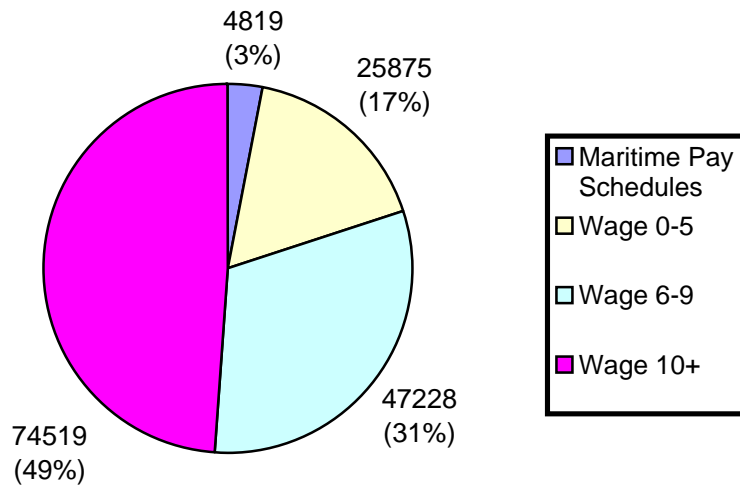
*Some data shown in table are not provided in the chart above



Non Supervisor/Supervisor		
Non Supervisor	465285	87%
Supervisor	71249	13%
Total	536534	100%

Blue Collar Workforce (Appropriated Fund)

All Blue Collar

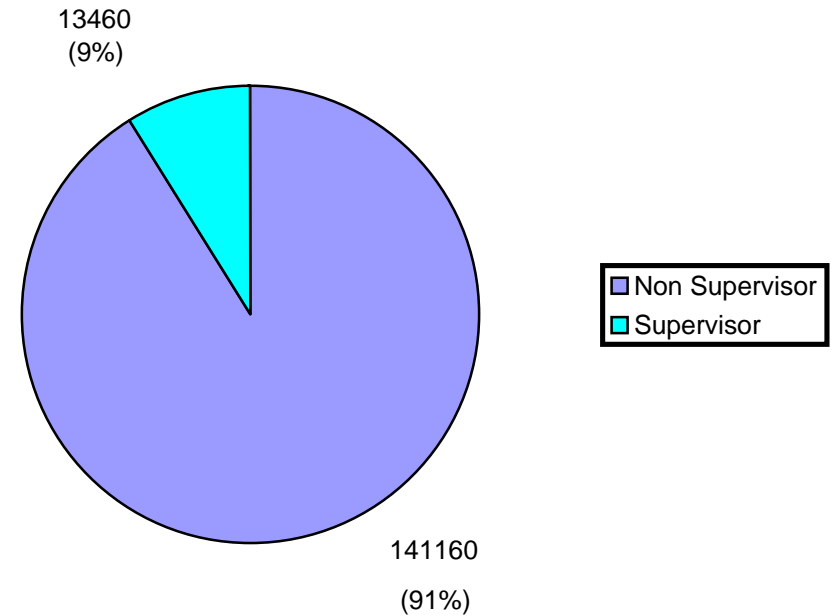


Blue Collar Employees

Administratively Determined	*2179	0%
Maritime Pay Schedules (WM)	4819	3%
WG/WL/WS 0-5 and Equivalent	25875	17%
WG/WL/WS 6-9 and Equivalent	47228	31%
WG/WL/WS 10+ and Equivalent	74519	49%
Total	154620	100%

*Some data shown in table are not provided in the chart above

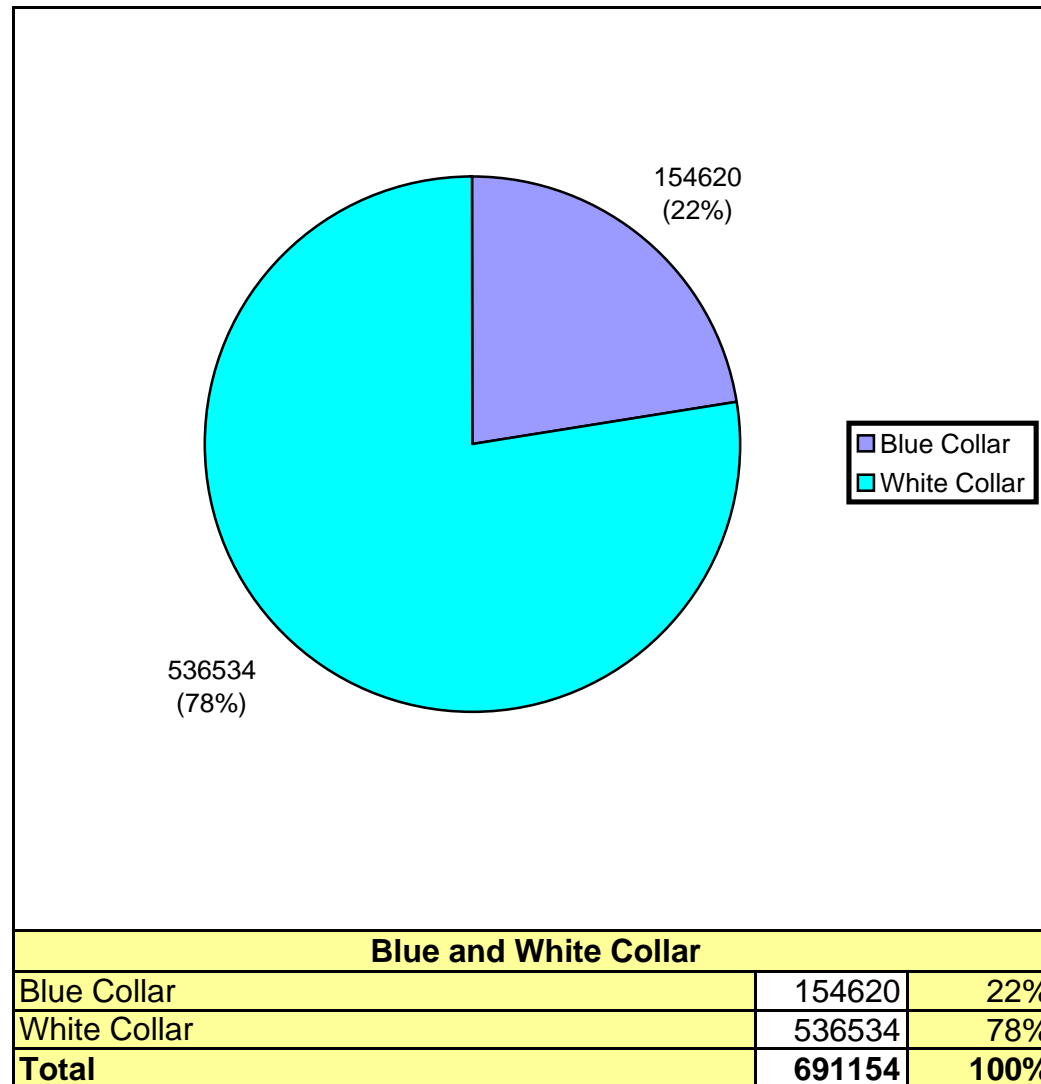
Non Supervisor/Supervisors

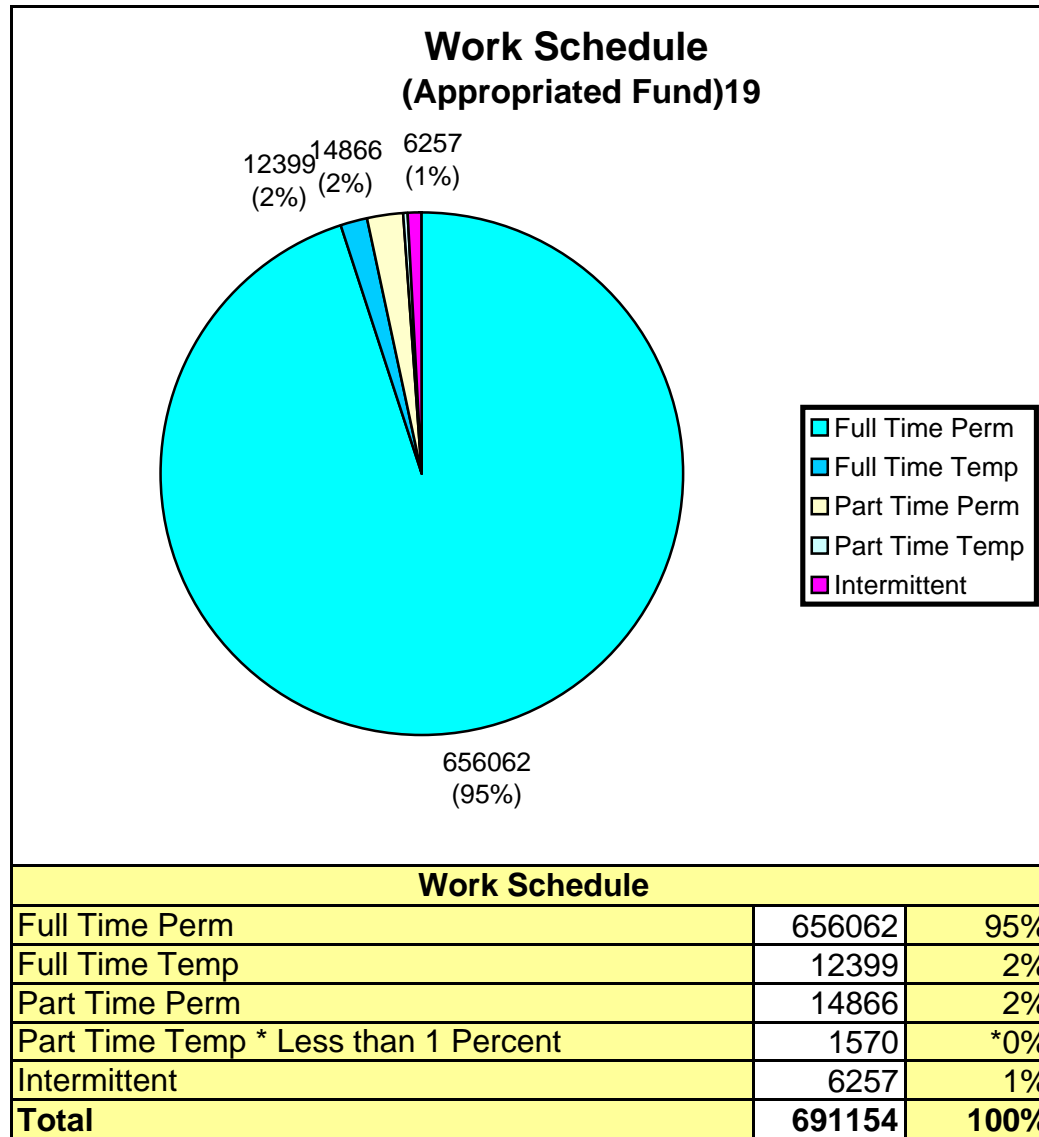


Non Supervisor/Supervisor

Non Supervisor	141160	91%
Supervisor	13460	9%
Total	154620	100%

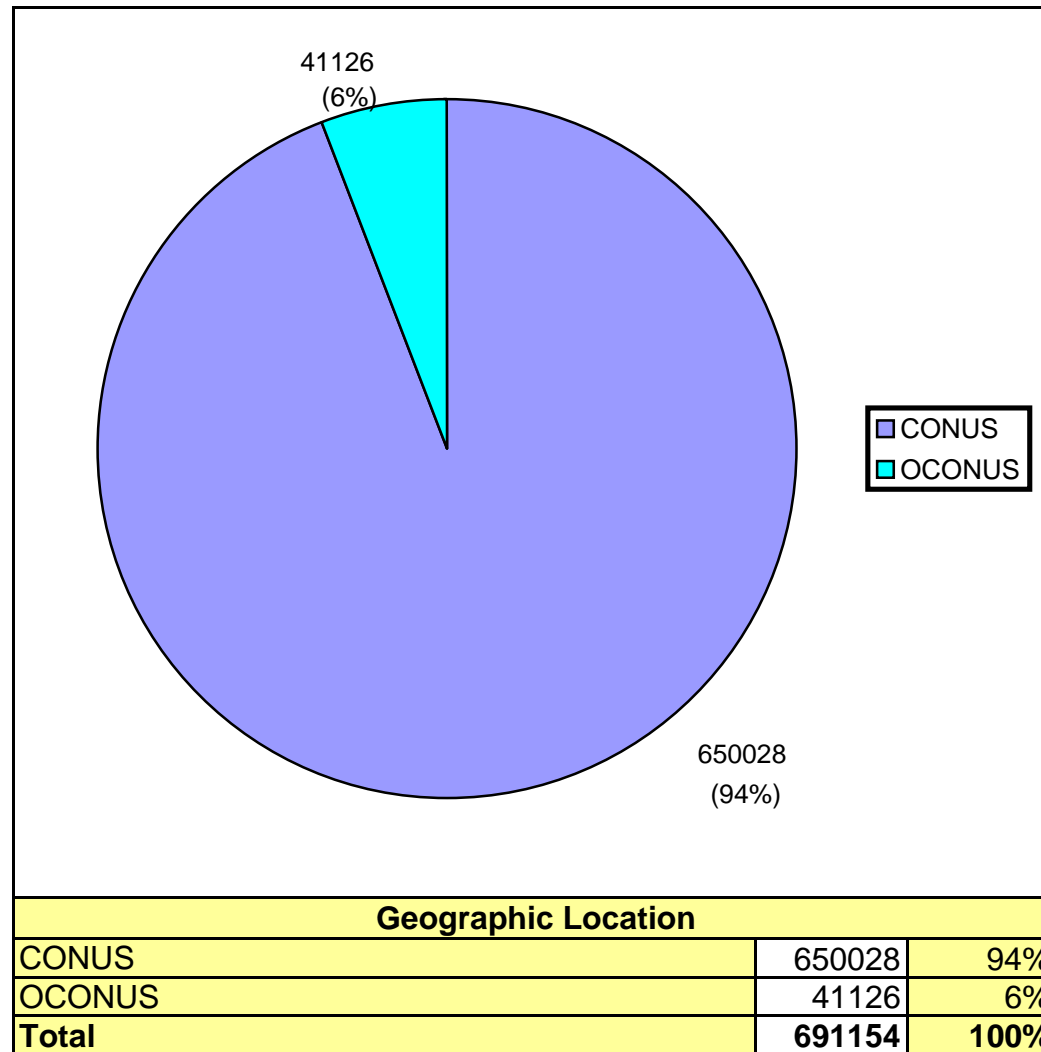
Blue Collar vs White Collar (Appropriated Fund)

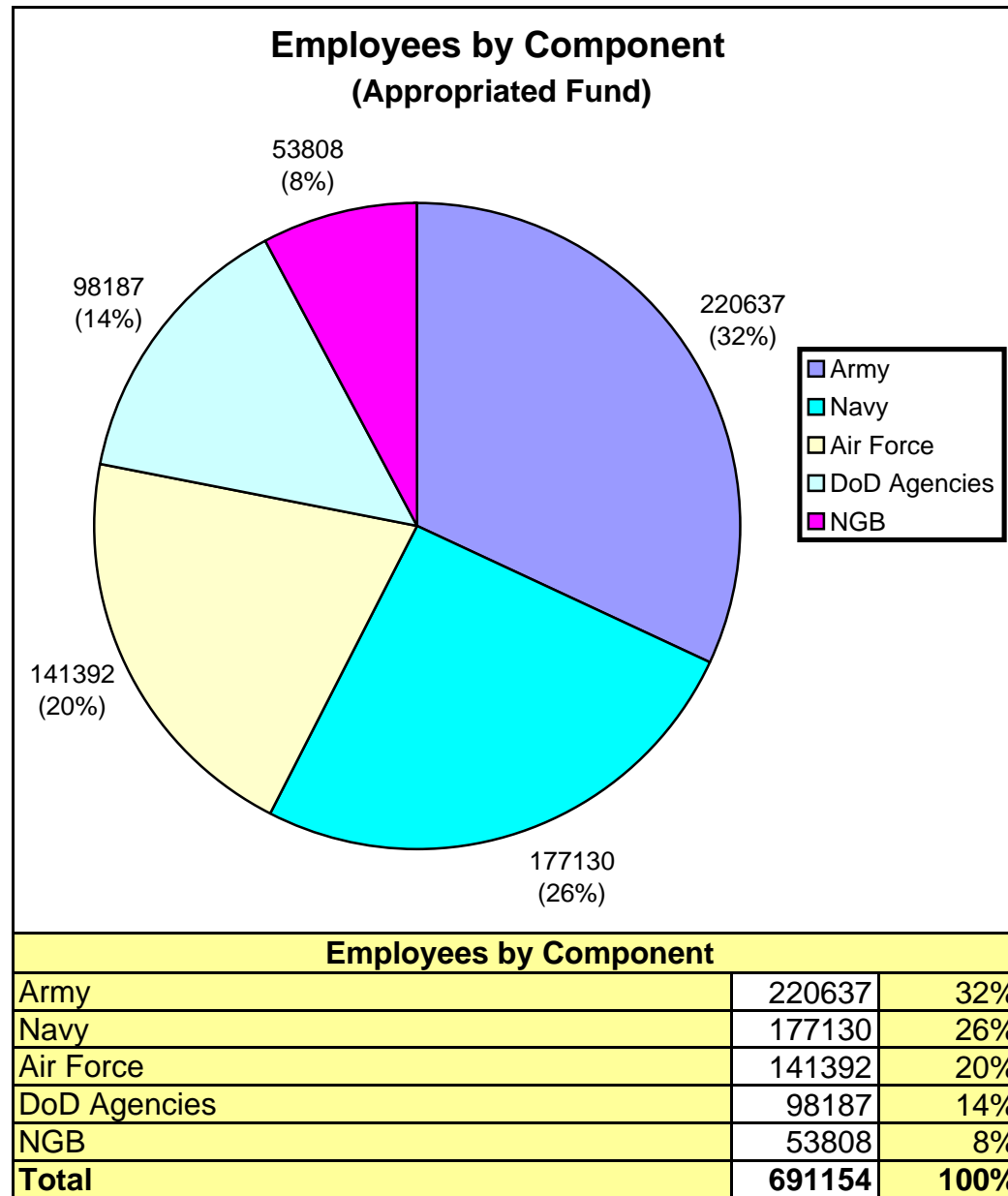




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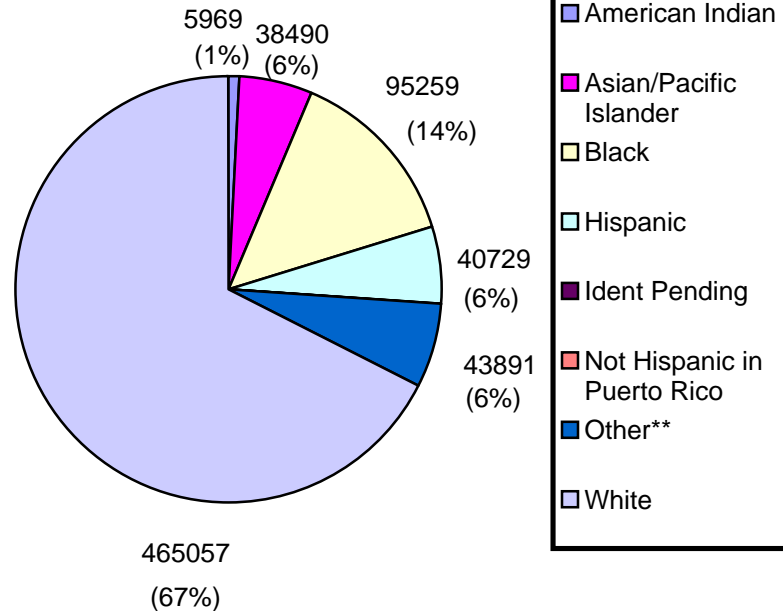
CONUS vs OCONUS (Appropriated Fund)





General Workforce Demographics (Appropriated Fund)

RNO Designation



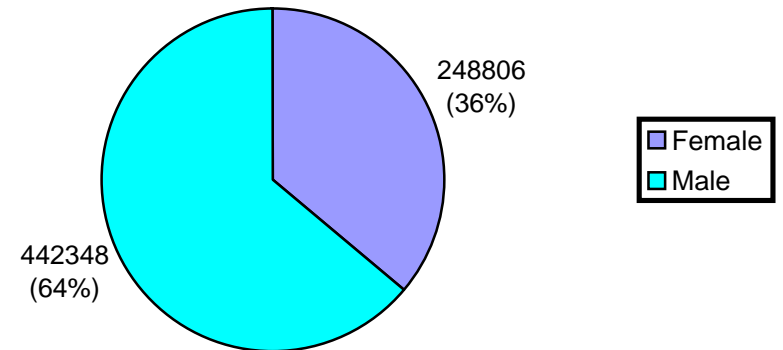
RNO Designation

American Indian	5969	1%
Asian/Pacific Islander	38490	6%
Black	95259	14%
Hispanic	40729	6%
Ident Pending	*1585	0%
Not Hispanic in Puerto Rico	*174	0%
Other**	43891	5%
White	465057	68%
Total	691154	100%

Other** Data not reported by employee

*Some data in table are not provided in chart above

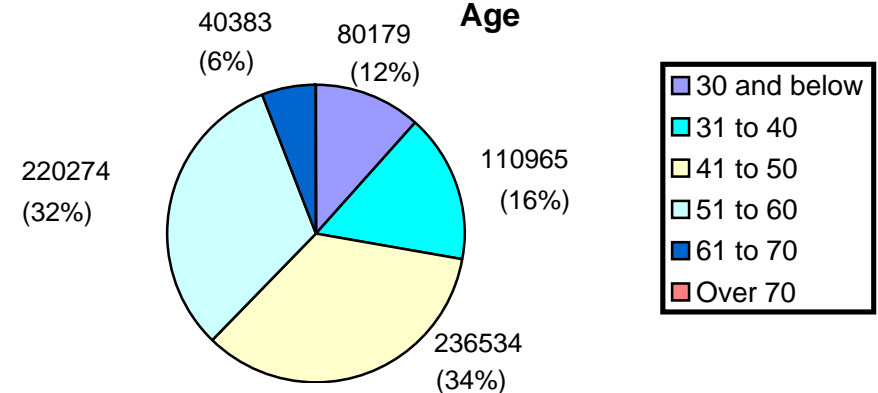
Gender



Gender

Female	248,806	36%
Male	442348	64%
Total	691154	100%

Age



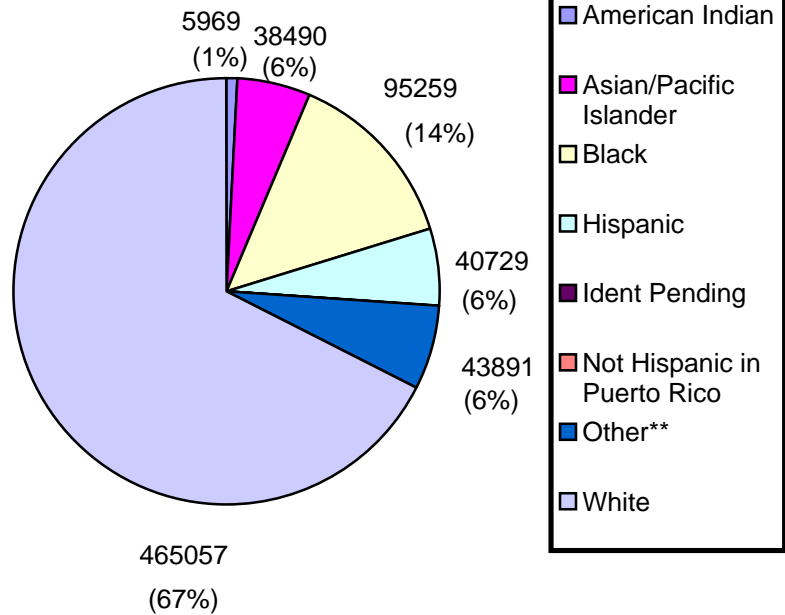
Age

30 and below	80179	12%
31 to 40	110965	16%
41 to 50	236534	34%
51 to 60	220274	32%
61 to 70	40383	6%
Over 70	*2819	0%
Total	691154	100%

*Some data in table are not provided in chart above

General Workforce Demographics (Appropriated Fund)

RNO Designation



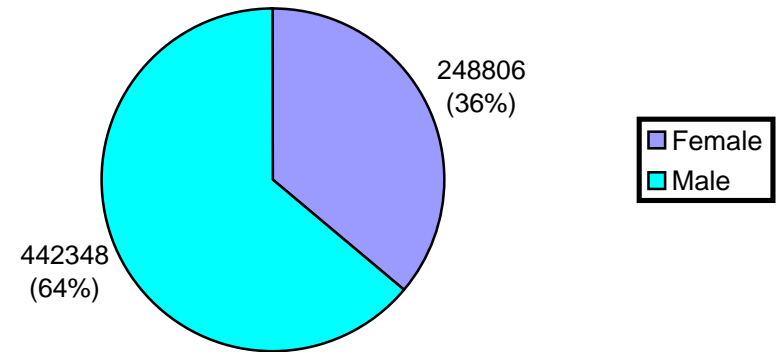
RNO Designation

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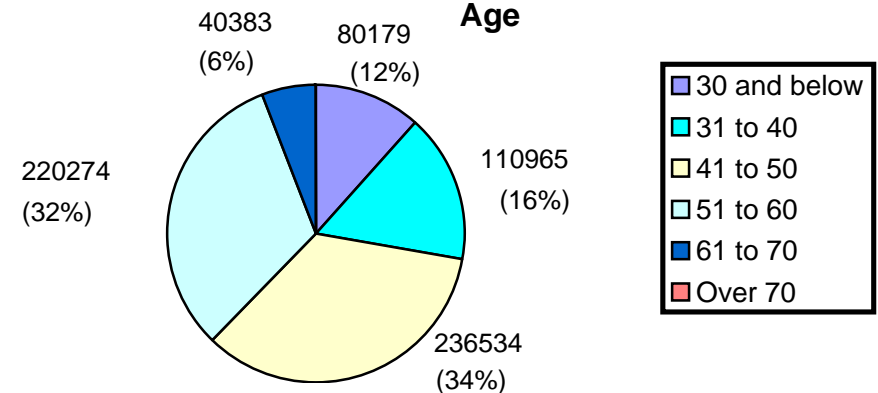
Gender



Gender

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Male	442348	64%
Total	691154	100%

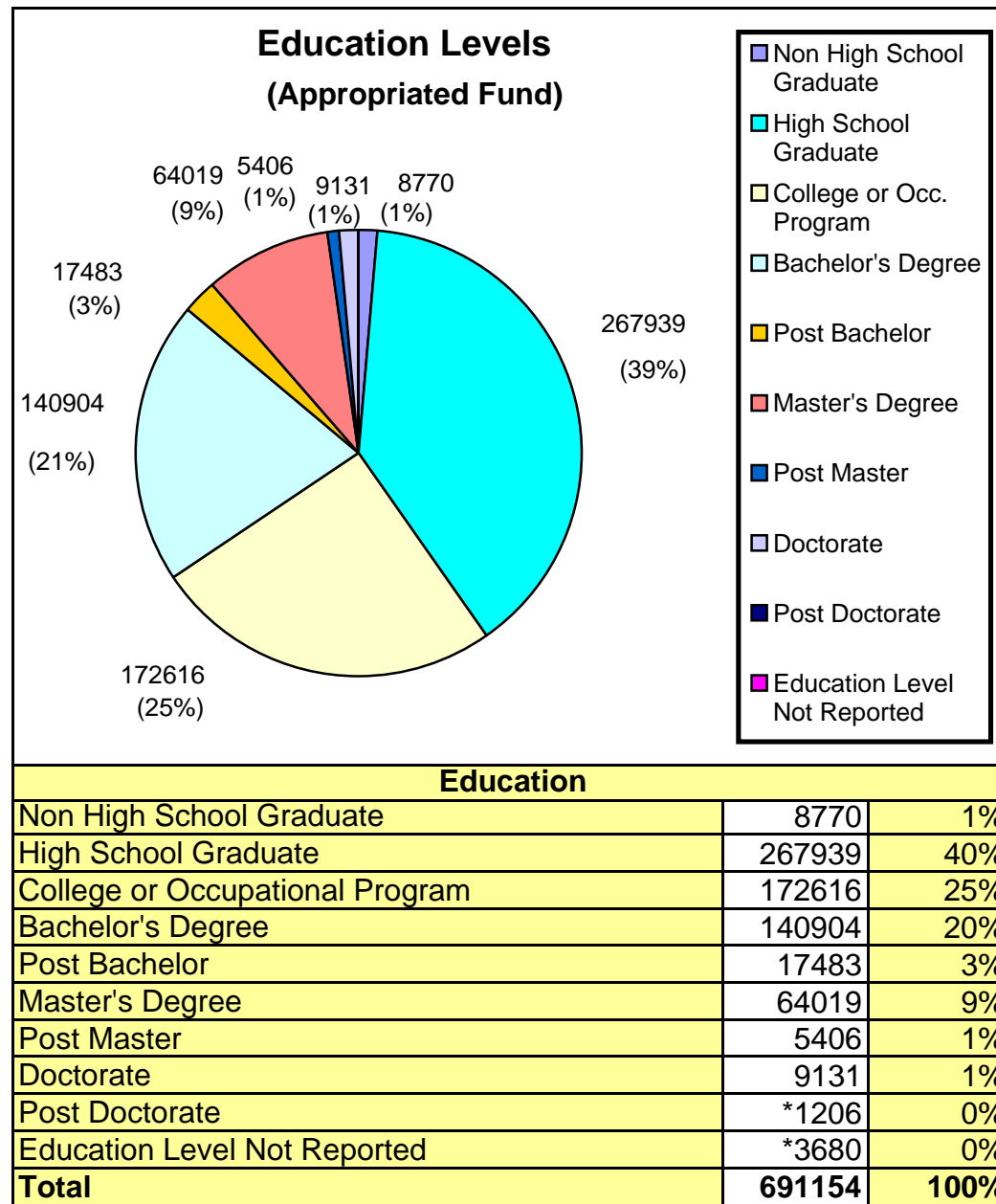
Age



Age

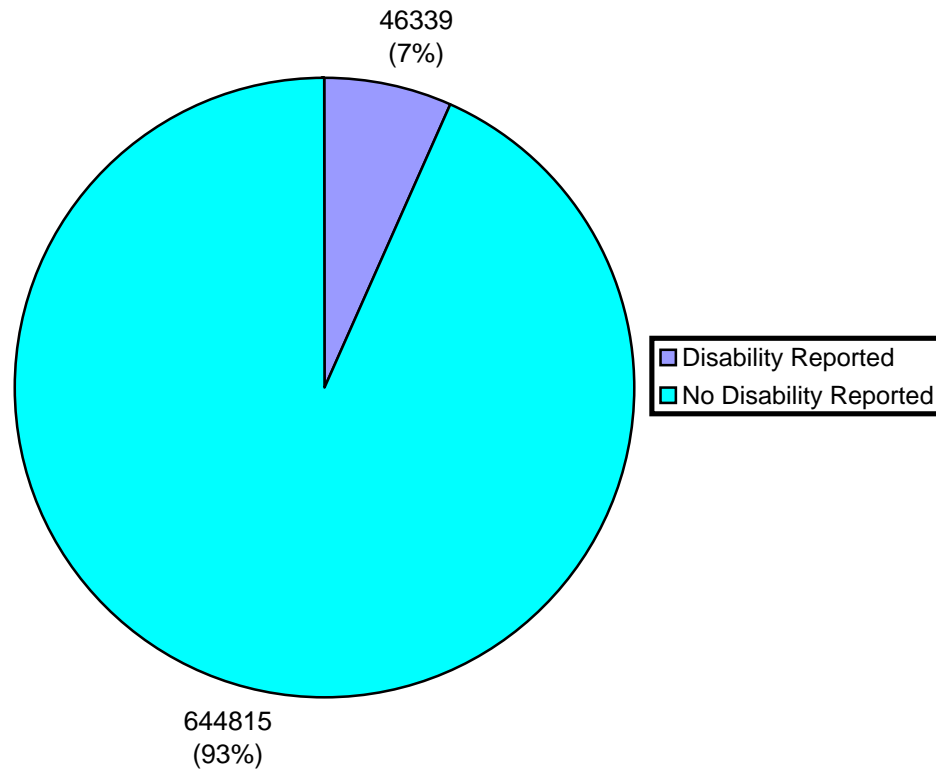
30 and below	80179	12%
31 to 40	110965	16%
41 to 50	236534	34%
51 to 60	220274	32%
61 to 70	40383	6%
Over 70	*2819	0%
Total	691154	100%

*Some data in table are not provided in chart above



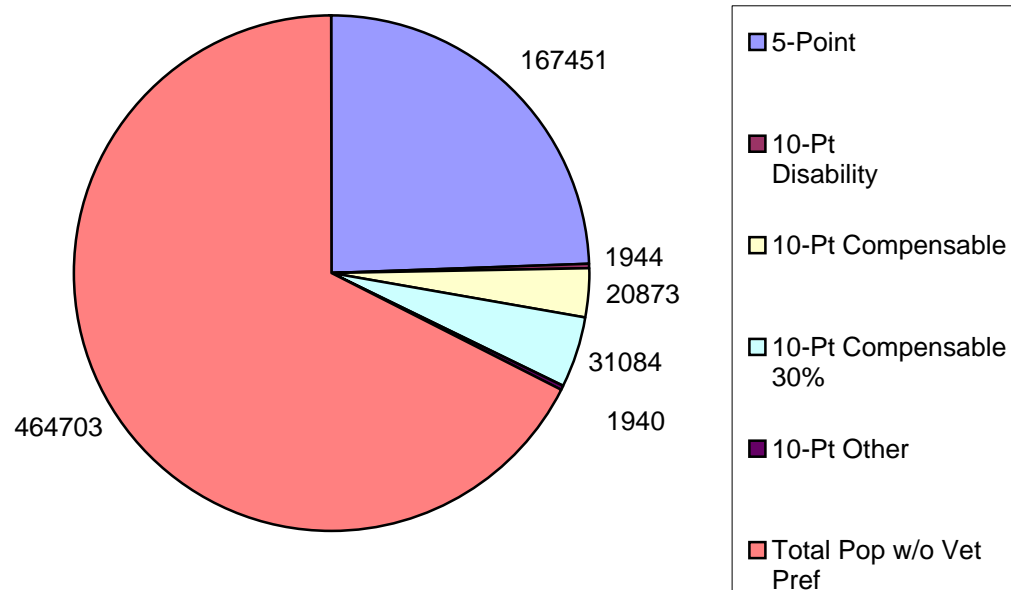
*Some data in table are not provided in chart above

Disabilities Reported (Appropriated Fund)



Disability/No Disability		
Disability Reported	46339	7%
No Disability Reported	644815	93%
Total	691154	100%

DoD Appropriated Fund



Note: (1) Data includes Appropriated Fund and Military Technicians records only. It excludes LNs, NAF, AGR.

(2) List of Values

5-Point: Veteran is entitled to 5-point preference

10-Point/Disability: Veteran is entitled to 10-point preference due to a service-connected disability but receives no compensation

10-Point/Compensable: Veteran is entitled to 10-point preference due to a service-connected disability of less than 30 percent but receives compensation

10-Point/Compensable/30 Percent: Veteran is entitled to 10-point preference due to a service-connected disability of 30 percent or more that entitles vet to compensation

10-Point/Other: Other person entitled to 10-point preference: (1) Both the spouse and mother of veterans occupationally disabled because of a service-connected disability; and/or (2) the widow/widower and mother of a deceased wartime veteran

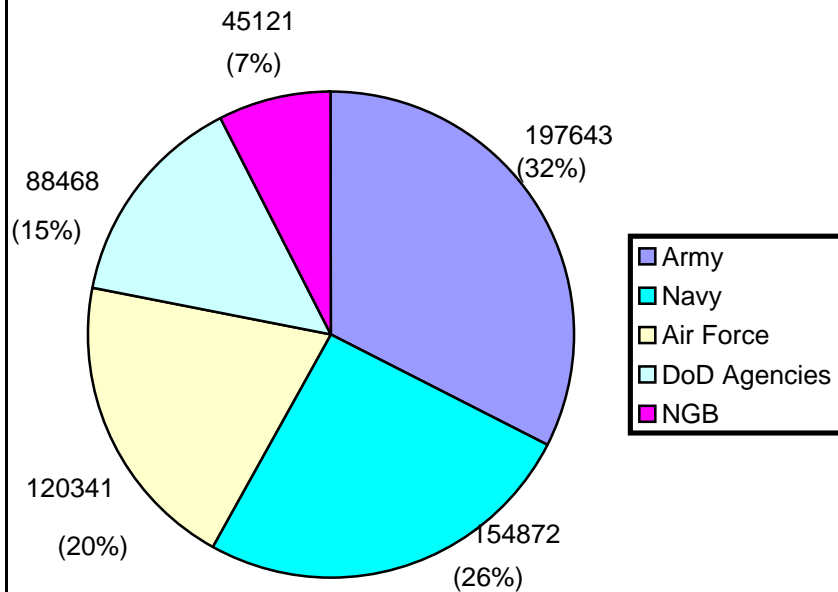
Veterans' Preference by Component as of Jul 31, 2006

	5-Point	% of Total for Component	10-Pt Disability	% of Total for Component	10-Pt Compensable	% of Total for Component	10-Pt Compensable 30%	% of Total for Component	10-Pt Other	% of Total for Component	Total Vets with Pref	% of Total for Component	Total Pop w/o Vet Pref	% of Total for Component	Total DoD Civ	Total % DoD Civ
Air Force	44637	31.57%	1146	0.81%	6114	4.32%	8475	5.99%	399	0.28%	60771	42.98%	80621	57.02%	141392	20.46%
Army	57488	26.06%	2013	0.91%	8166	3.70%	13363	6.06%	724	0.33%	81754	37.05%	138883	62.95%	220637	31.92%
DoD Agencies	18212	18.55%	657	0.67%	2173	2.21%	3208	3.27%	403	0.41%	24653	25.11%	73534	74.89%	98187	14.21%
Natl Guard	22	0.04%	1	*	2	*	0	*	0	*	25	0.05%	53783	99.95%	53808	7.79%
Navy	47092	26.59%	1286	0.73%	4418	2.49%	6038	3.41%	414	0.23%	59248	33.45%	117882	66.55%	177130	25.63%
Grand Total	167451	24.23%	1944	0.28%	20873	3.02%	31084	4.50%	1940	0.28%	226451	32.76%	464703	67.24%	691154	100%

* Percentage is greater than two decimals, insignificant for comparing purposes

Non Supervisor/ Supervisor by Components (Appropriated Fund)

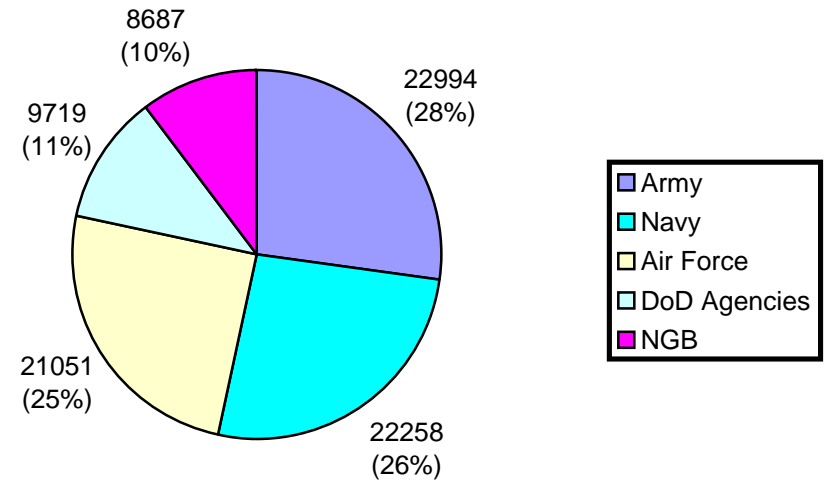
Non Supervisor by Components



Non Supervisory Status

Army	197643	32%
Navy	154872	26%
Air Force	120341	20%
DoD Agencies	88468	15%
NGB	45121	7%
Total	606445	99%

Supervisor by Components

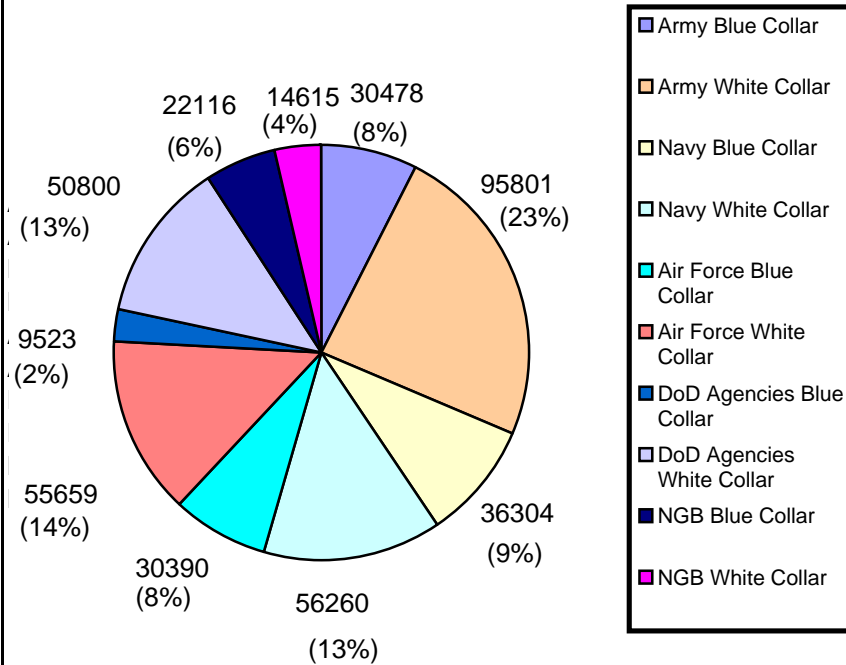


Supervisory Status

Army	22994	27%
Navy	22258	26%
Air Force	21051	25%
DoD Agencies	9719	11%
NGB	8687	10%
Total	84709	100%

Bargaining vs Non Bargaining (Appropriated Fund)

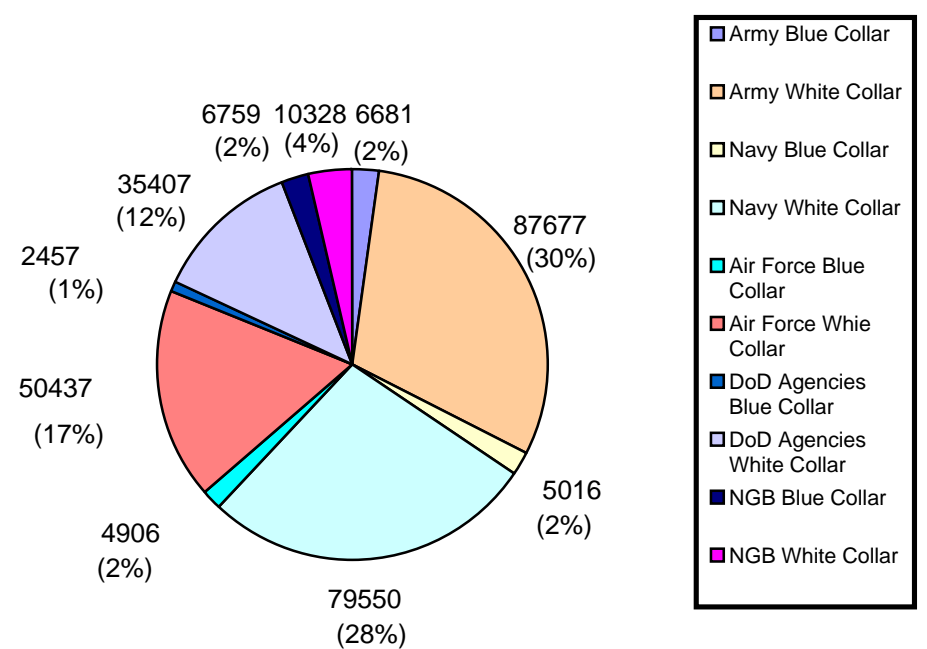
Bargaining Unit Employees



Bargaining Unit

Army Blue Collar	30478	8%
Army White Collar	95801	23%
Navy Blue Collar	36304	9%
Navy White Collar	56260	13%
Air Force Blue Collar	30390	8%
Air Force White Collar	55659	14%
DoD Agencies Blue Collar	9523	2%
DoD Agencies White Collar	50800	13%
NGB Blue Collar	22116	6%
NGB White Collar	14615	4%
Total	401946	100%

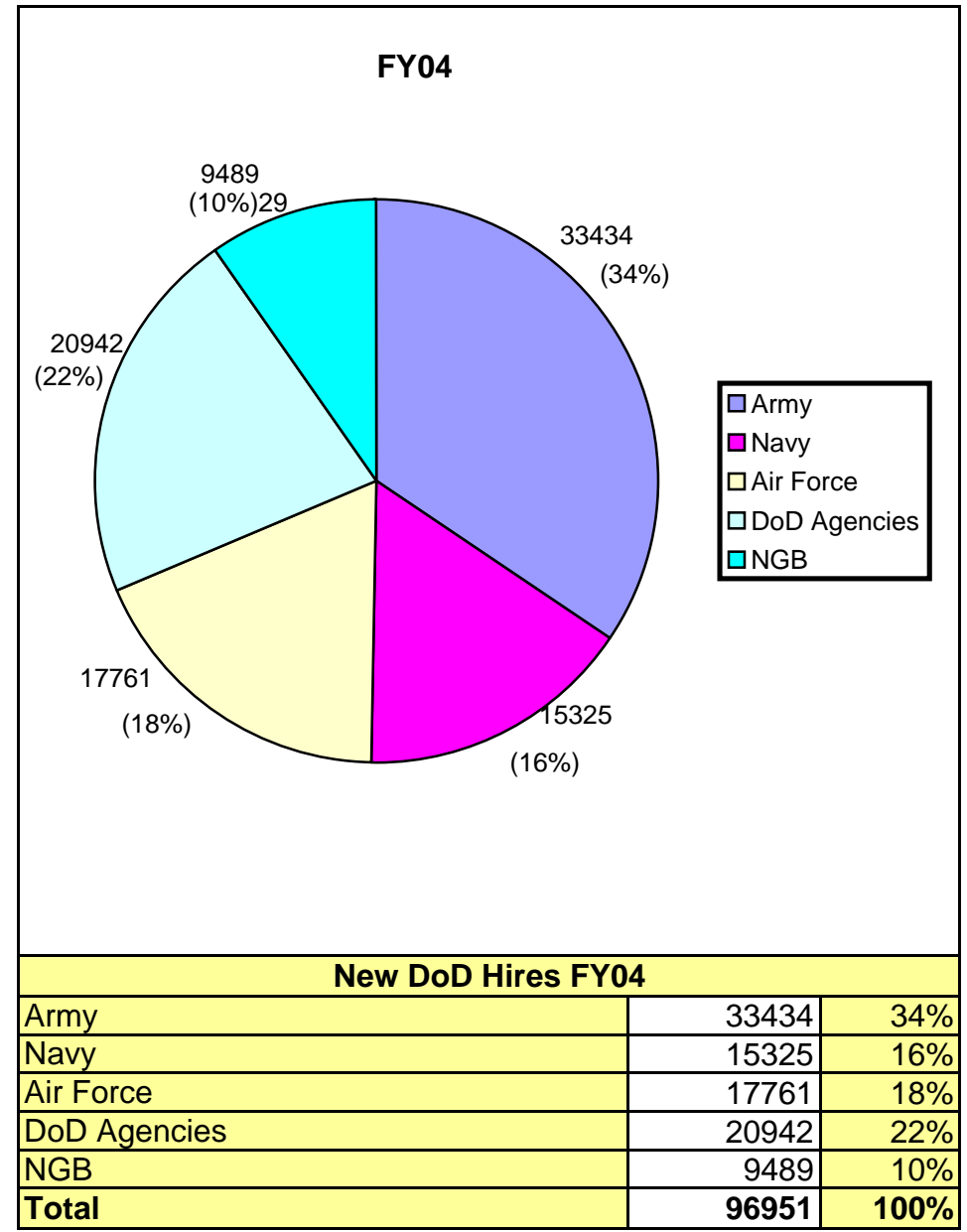
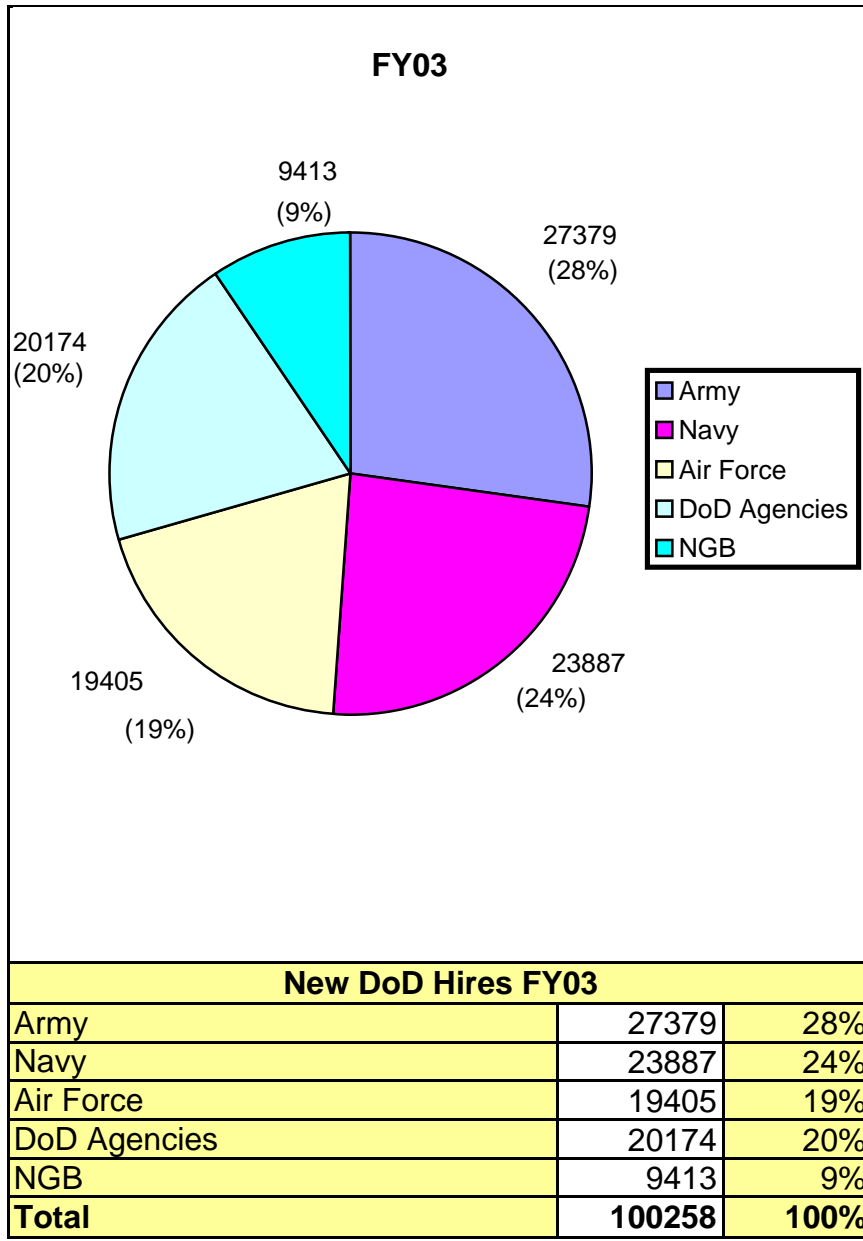
Non Bargaining Unit Employees



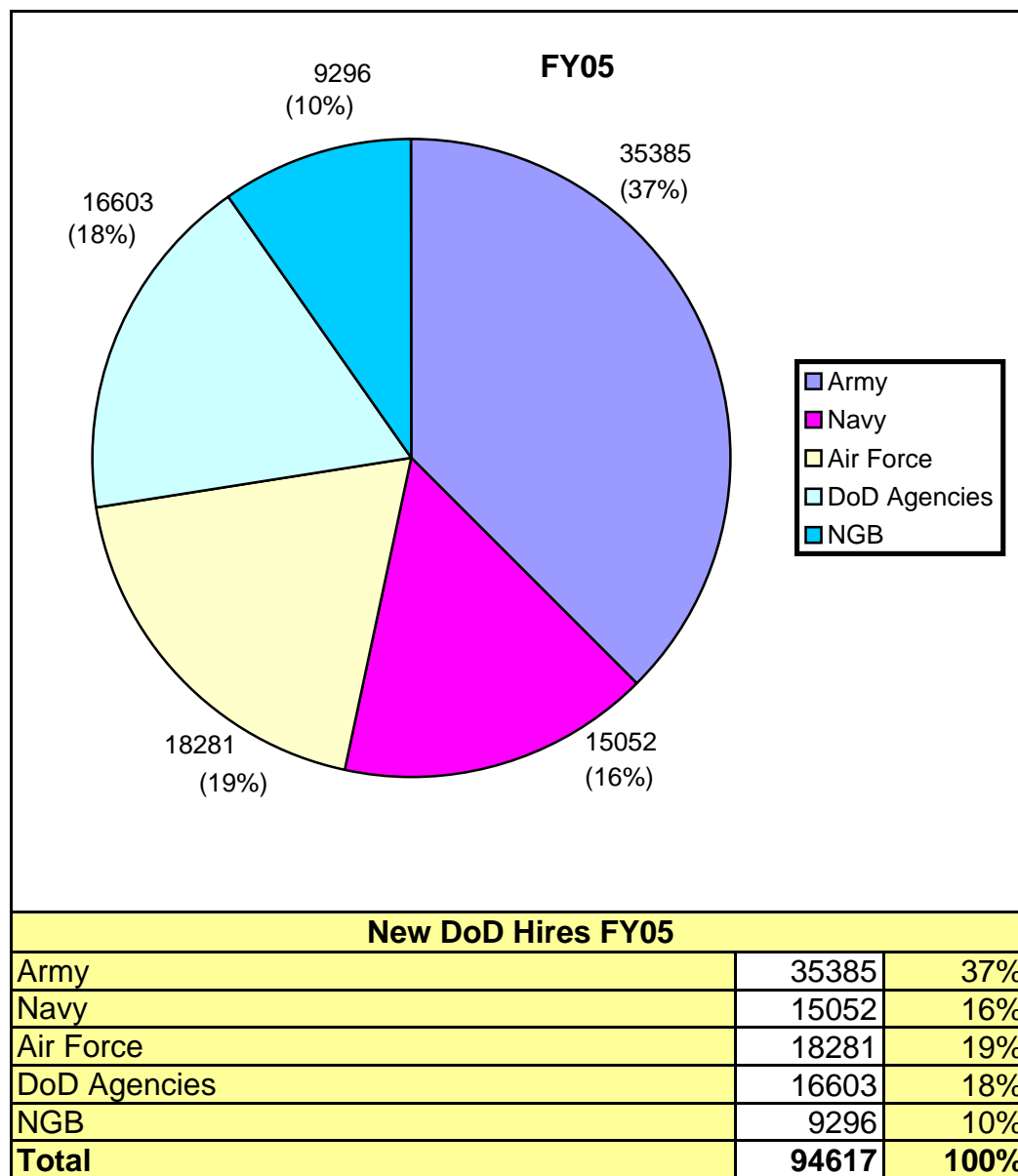
Non Bargaining Unit

Army Blue Collar	6681	2%
Army White Collar	87677	30%
Navy Blue Collar	5016	2%
Navy White Collar	79550	28%
Air Force Blue Collar	4906	2%
Air Force White Collar	50437	17%
DoD Agencies Blue Collar	2457	1%
DoD Agencies White Collar	35407	12%
NGB Blue Collar	6749	2%
NGB White Collar	10328	4%
Total	289208	100%

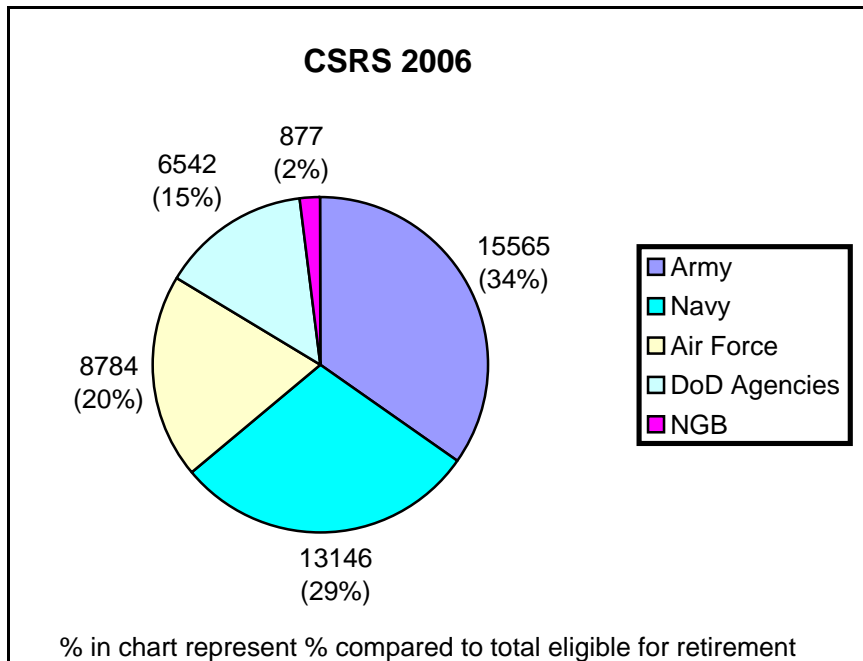
New Hires (Appropriated Fund)



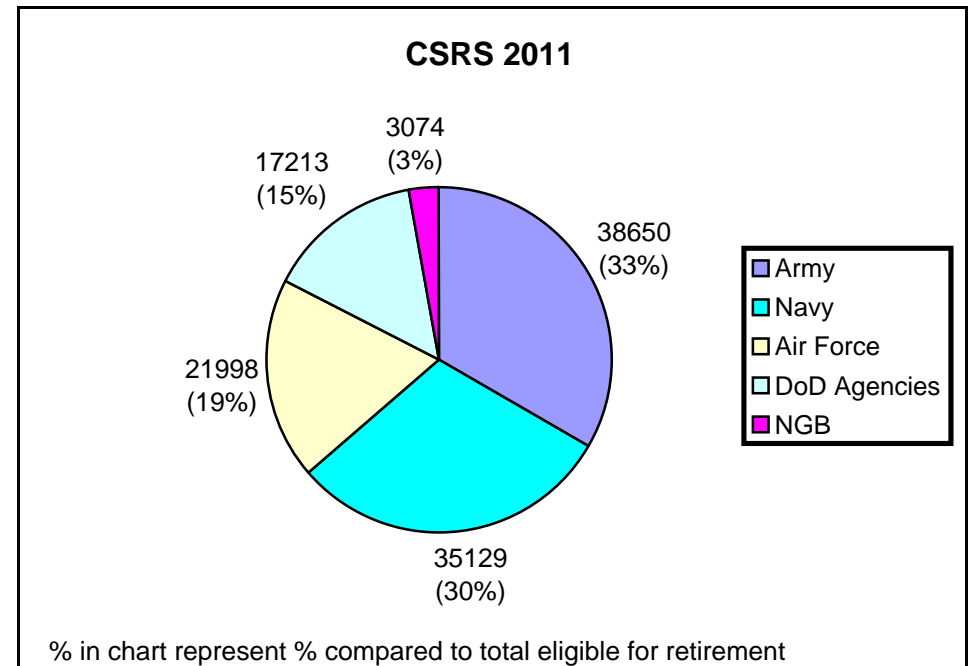
New Hires (Appropriated Fund)



CSRS Retirement Eligibility (Appropriated Fund)

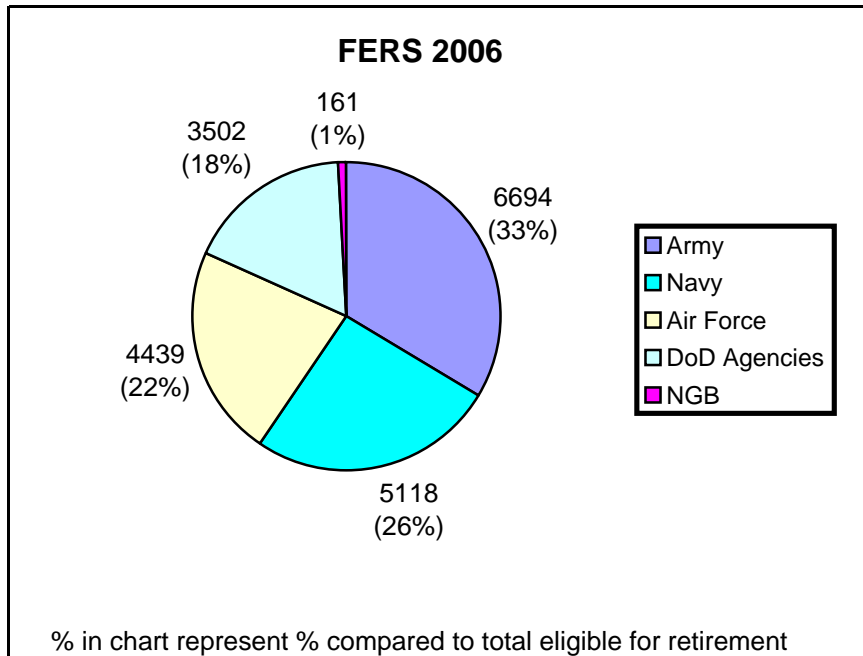


CSRS Retirement Eligibility as of Jul 2006				
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component
Army	220,637	52,244	15,565	30%
Navy	177,130	49,961	13,146	26%
Air Force	141,392	31,401	8,784	28%
DoD Agencies	98,187	23,690	6,542	28%
NGB	53,808	4,316	877	20%
Grand Total	691,154	161,612	44,914	28%

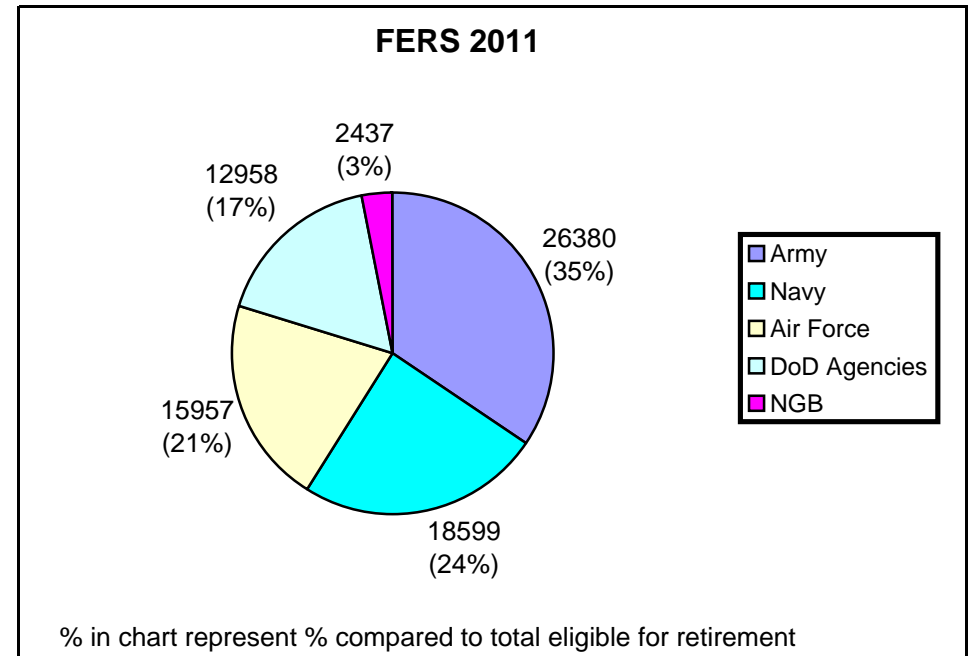


CSRS Retirement Eligibility as of Jul 2011				
Component	Total Employees	CSRS Employee Count	CSRS Employees Eligible for Optional Retirement	% of Total CSRS Eligible for Optional Retirement for Component
Army	220,637	52,244	38,650	74%
Navy	177,130	49,961	35,129	70%
Air Force	141,392	31,401	21,998	70%
DoD Agencies	98,187	23,690	17,213	73%
NGB	53,808	4,316	3,074	71%
Grand Total	691,154	161,612	116,064	72%

FERS Retirement Eligibility (Appropriated Fund)

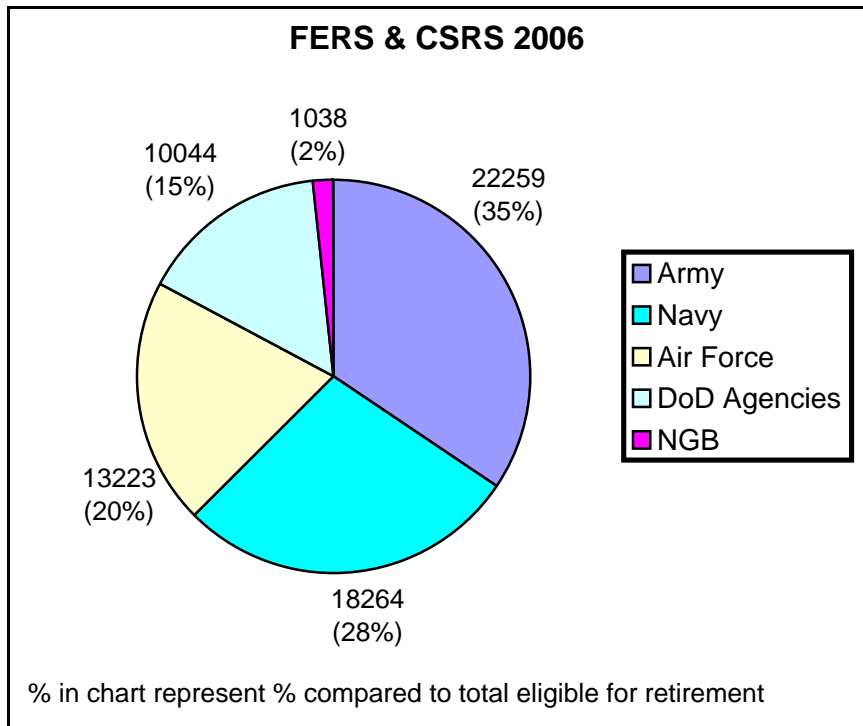


FERS Retirement Eligibility as of Jul 2006				
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component
Army	220,637	159,303	6,694	4%
Navy	177,130	124,065	5,118	4%
Air Force	141,392	103,369	4,439	4%
DoD Agencies	98,187	66,657	3,502	5%
NGB	53,808	46,450	161	0%
Grand Total	691,154	499,844	19,914	4%

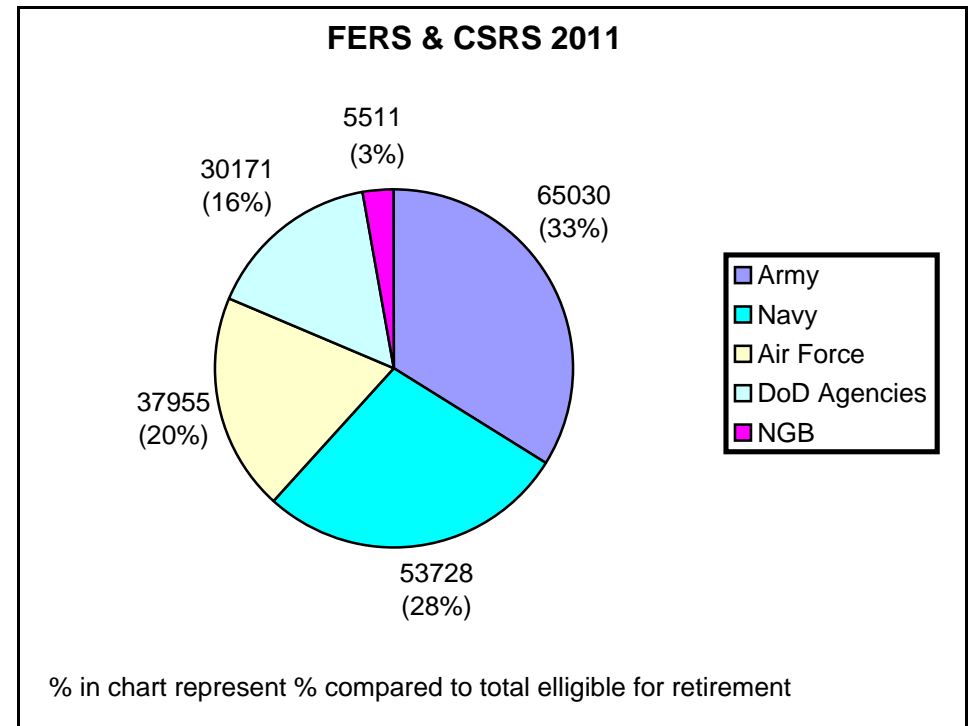


FERS Retirement Eligibility as of Jul 2011				
Component	Total Employees	FERS Employee Count	FERS Employees Eligible for Optional Retirement	% of Total FERS Eligible for Optional Retirement for Component
Army	220,637	159,303	26,380	17%
Navy	177,130	124,065	18,599	15%
Air Force	141,392	103,369	15,957	15%
DoD Agencies	98,187	66,657	12,958	19%
NGB	53,808	46,450	2,437	5%
Grand Total	691,154	499,844	76,331	15%

CSRS & FERS Retirement Eligibility (Appropriated Fund)

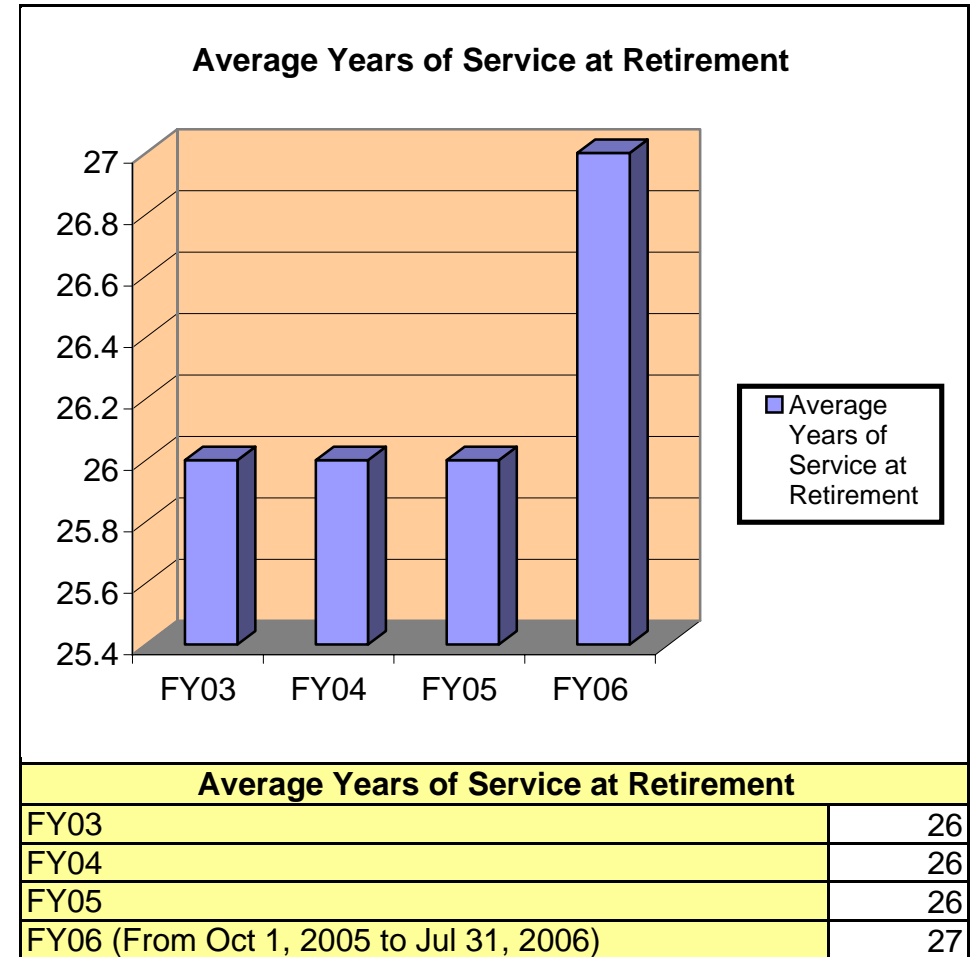
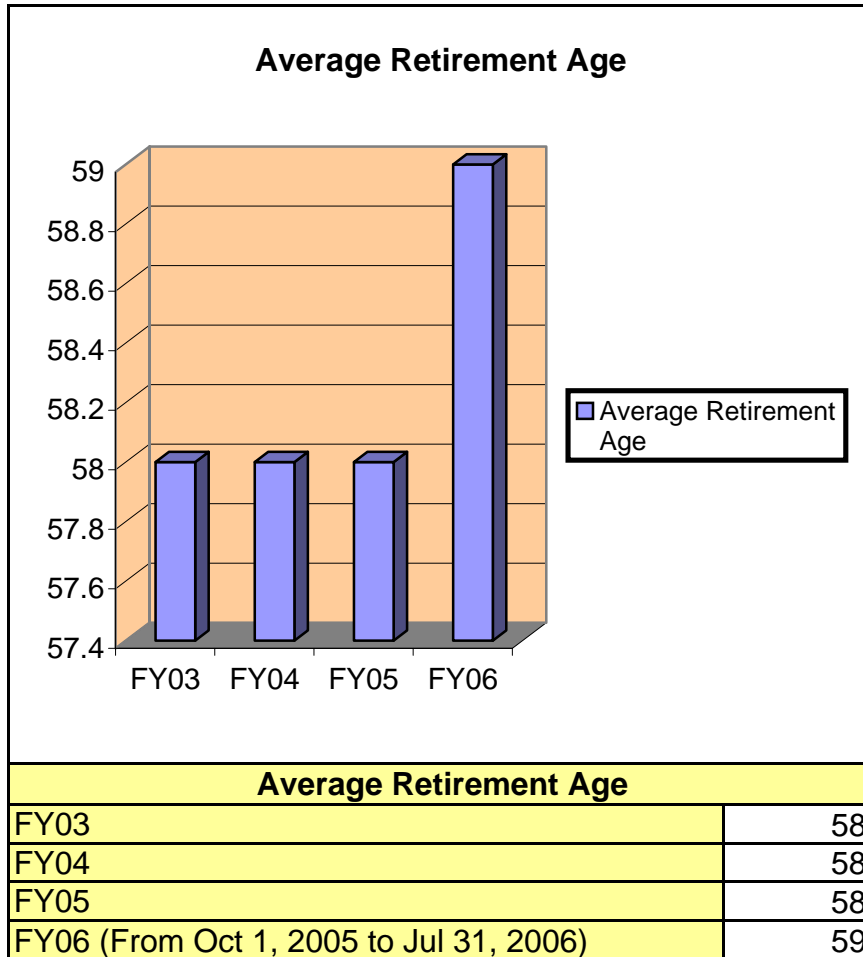


CSRS & FERS Retirement Eligibility as of Jul 2006				
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component
Army	220,637	211,547	22,259	11%
Navy	177,130	174,026	18,264	10%
Air Force	141,392	134,770	13,223	10%
DoD Agencies	98,187	90,347	10,044	11%
NGB	53,808	50,766	1,038	2%
Grand Total	691,154	661,456	64,828	10%

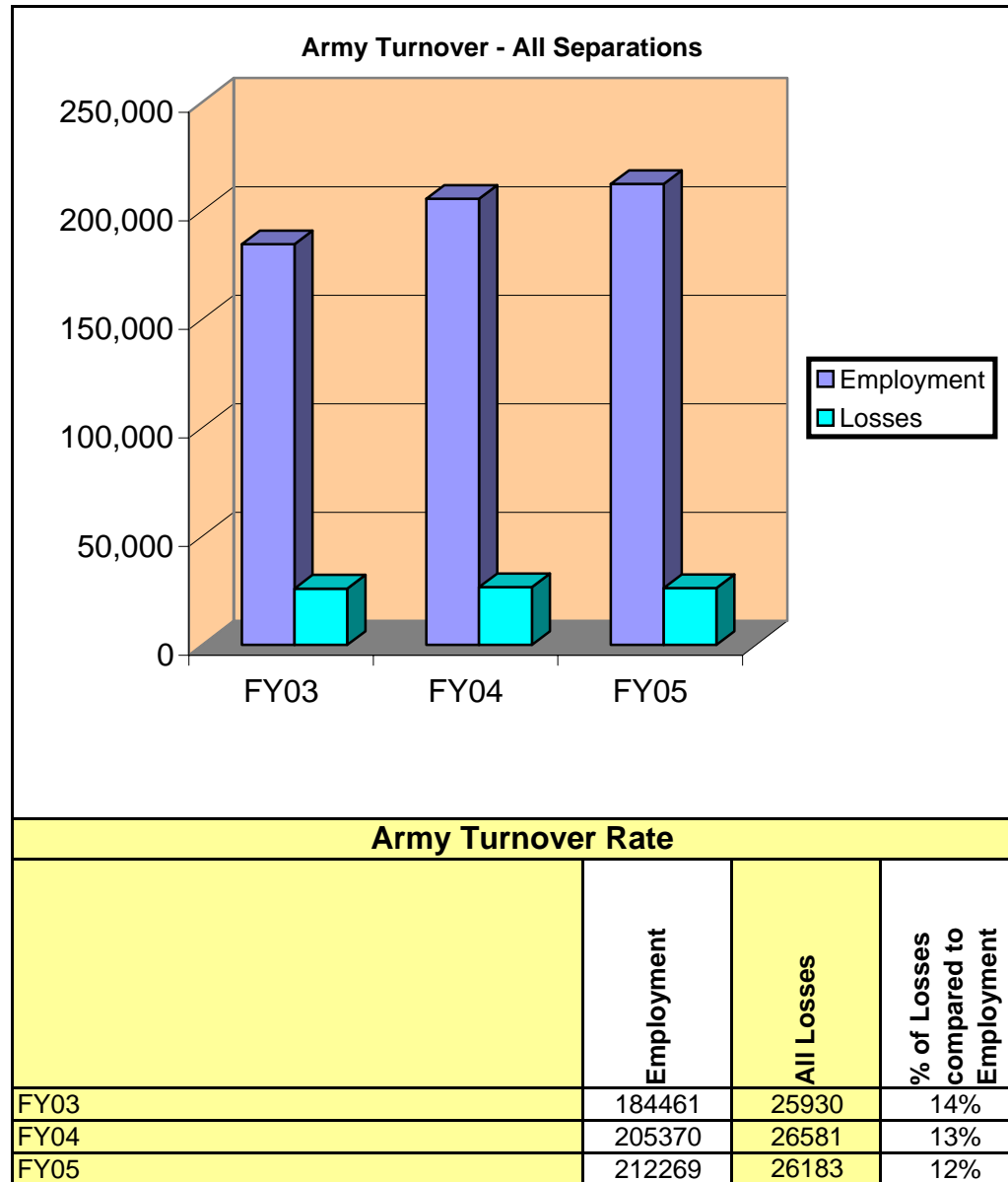


CSRS & FERS Retirement Eligibility as of Jul 2011				
Component	Total Employees	CSRS & FERS Employee Count	CSRS & FERS Employees Eligible for Optional Retirement	% of Total CSRS & FERS Eligible for Optional Retirement for Component
Army	220,637	211,547	65,030	31%
Navy	177,130	174,026	53,728	31%
Air Force	141,392	134,770	37,955	28%
DoD Agencies	98,187	90,347	30,171	33%
NGB	53,808	50,766	5,511	11%
Grand Total	691,154	661,456	192,395	29%

Average Retirement Age and Average Years of Service at Retirement (Appropriated Fund)

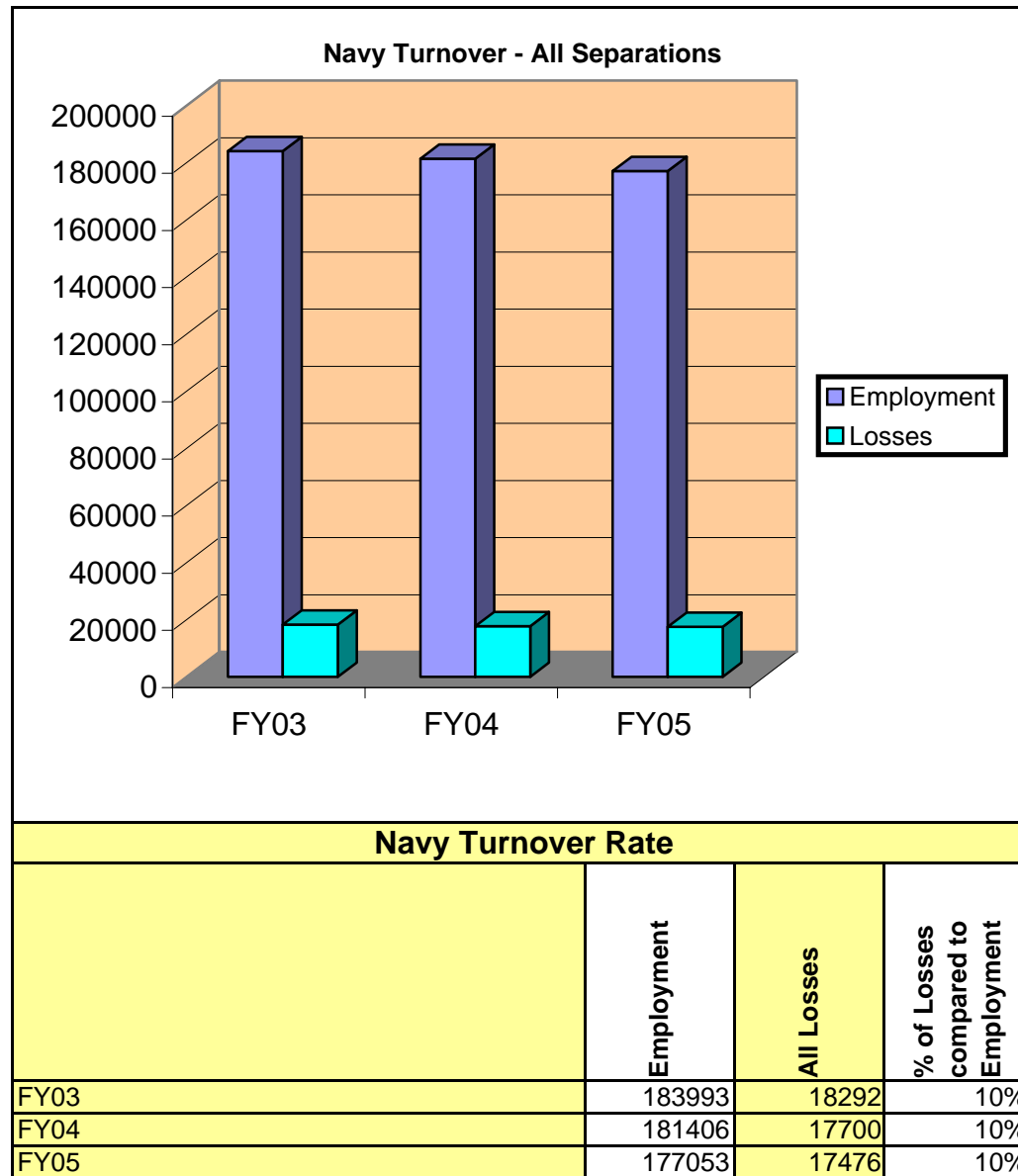


Army Turnover Rate* (Appropriated Fund)



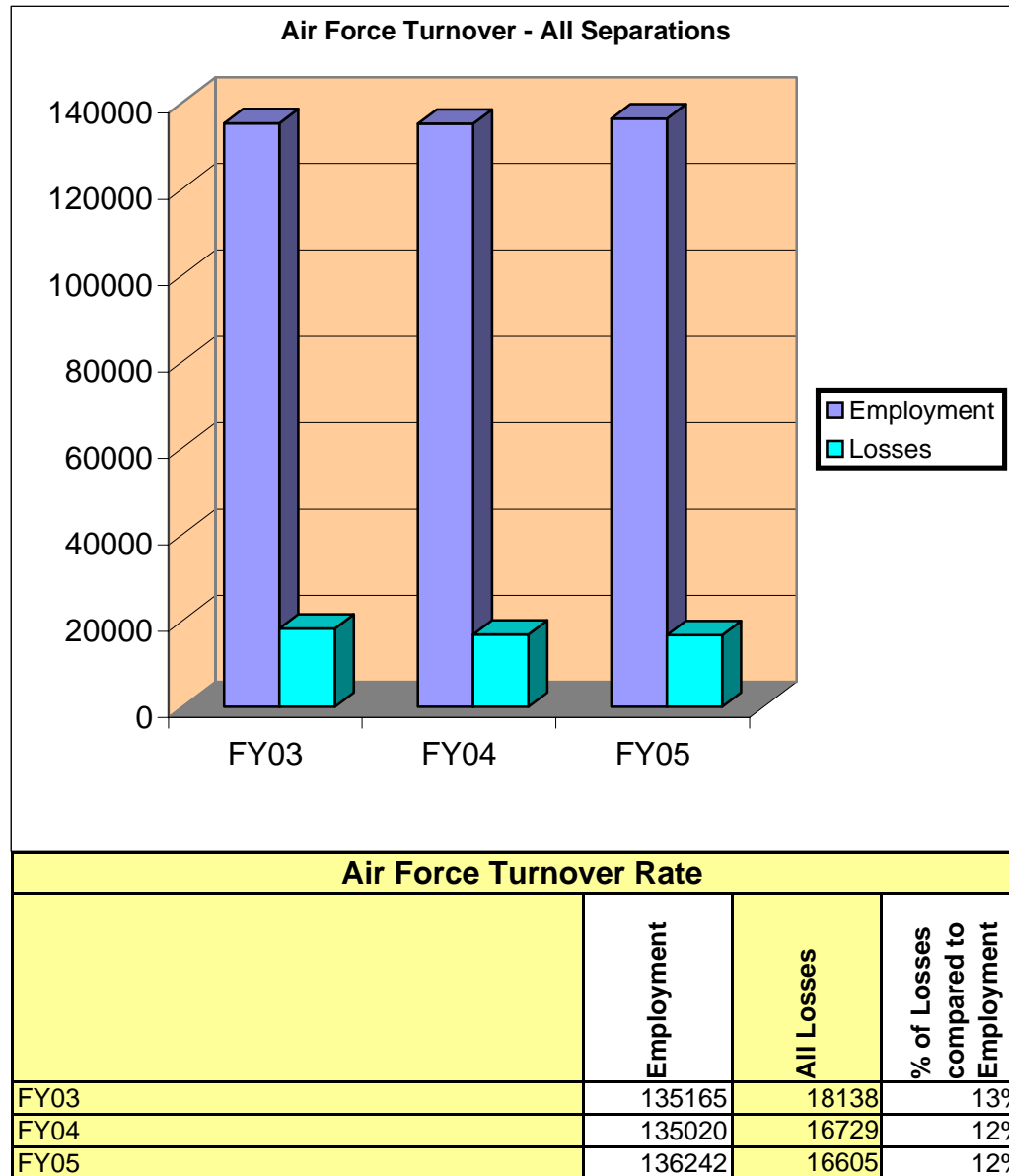
*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Navy Turnover Rate* (Appropriated Fund)



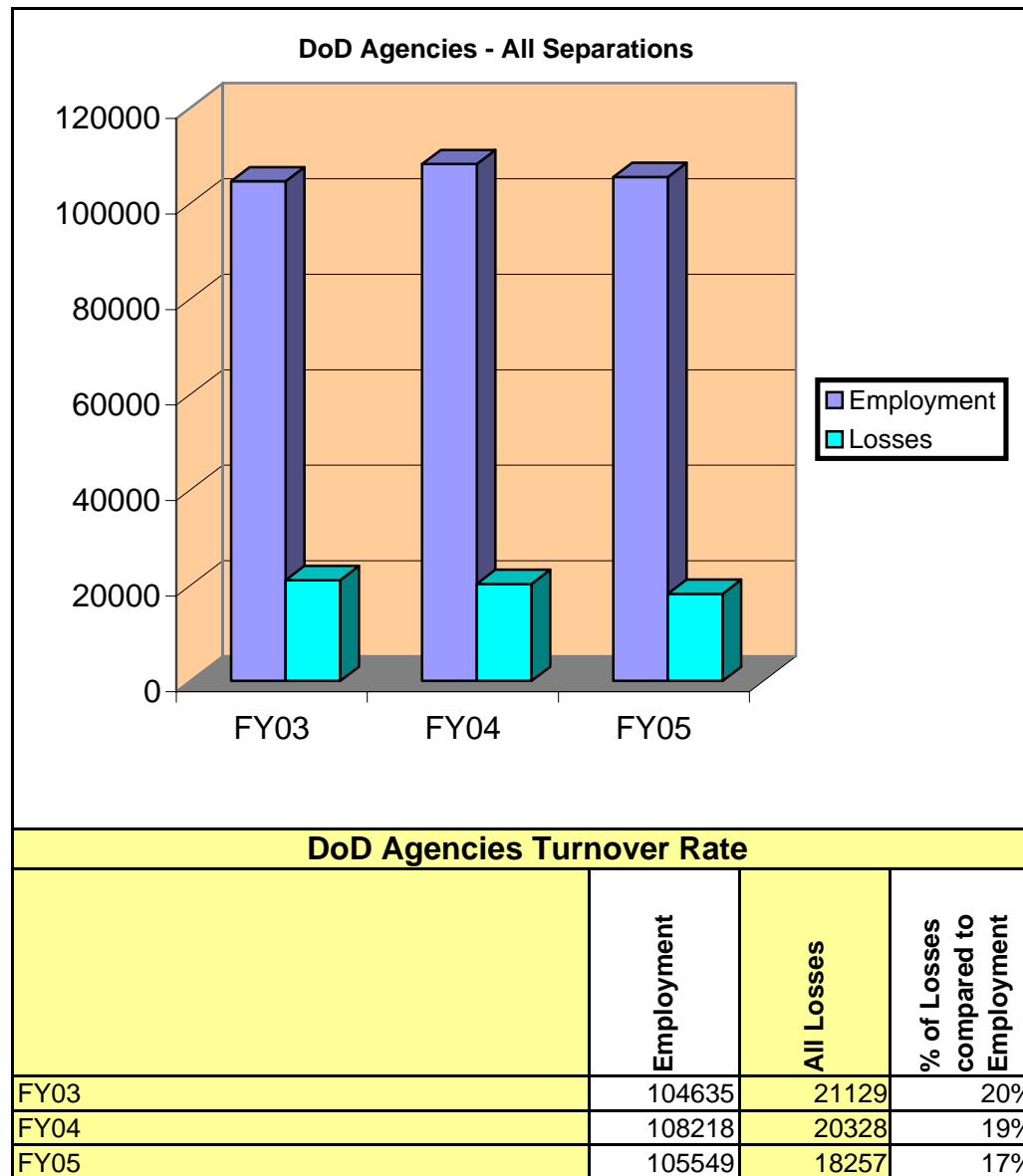
*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

Air Force Turnover Rate* (Appropriated Fund)



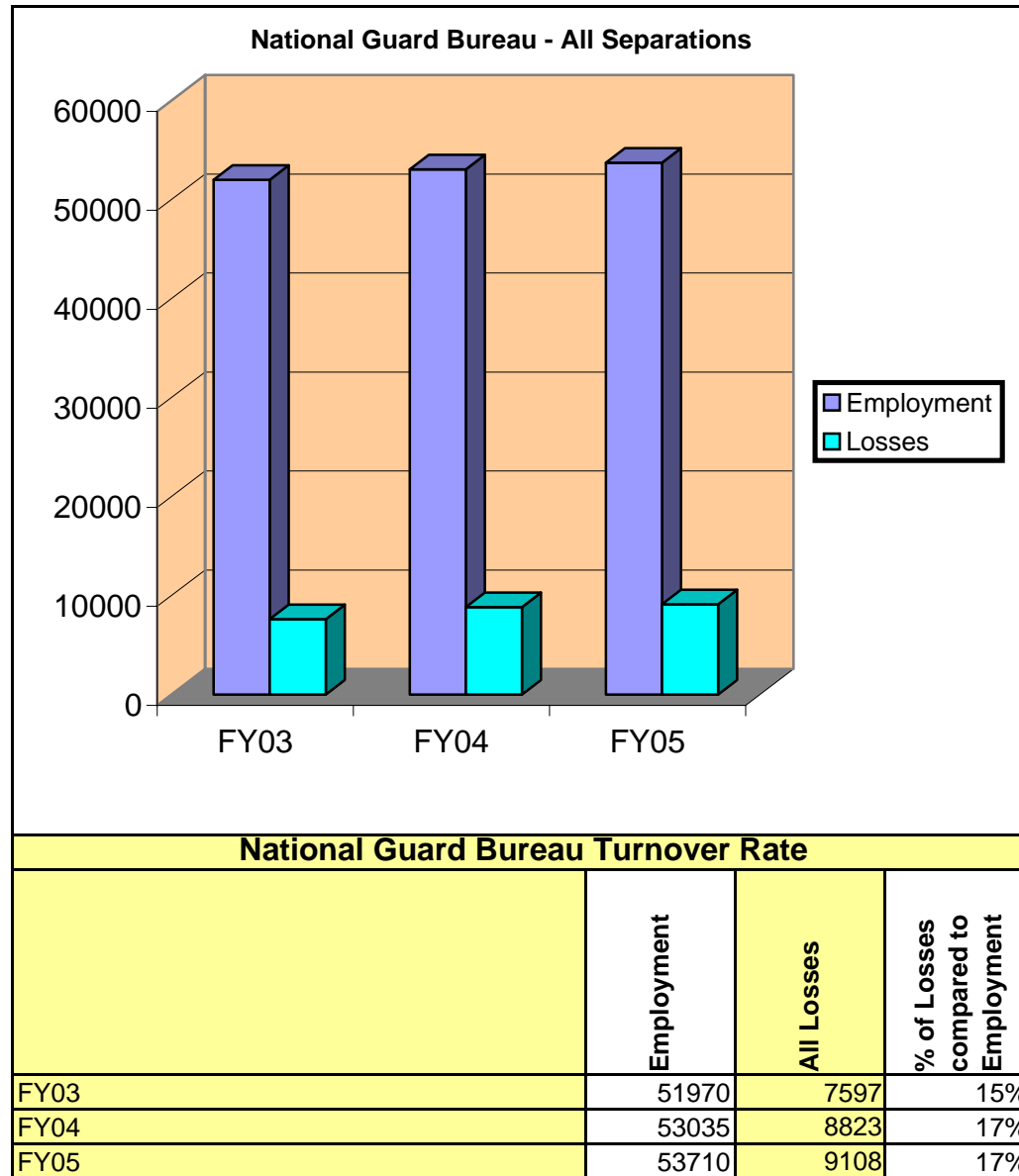
*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

DoD Agencies Turnover Rate* (Appropriated Fund)



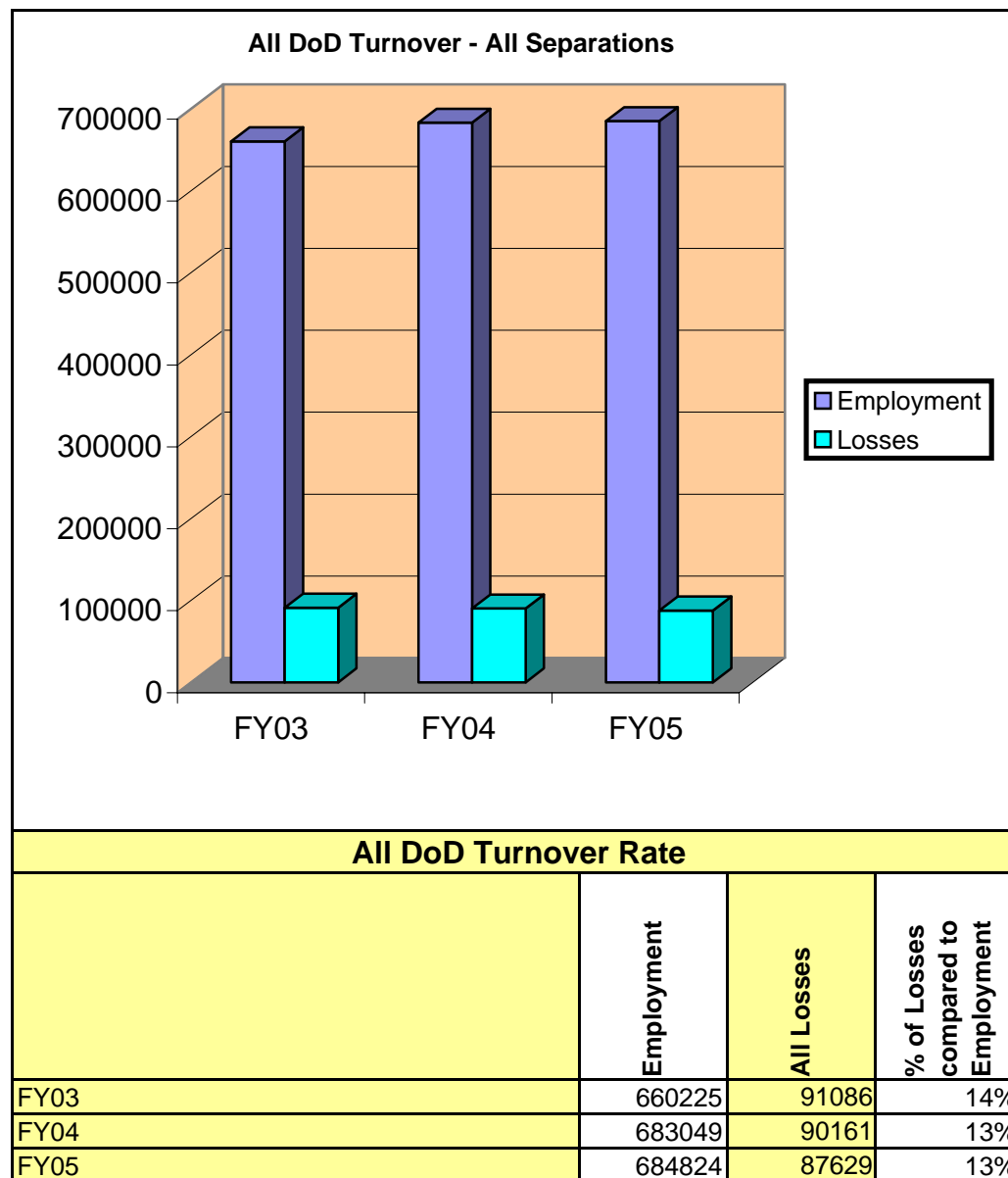
*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

National Guard Bureau Turnover Rate* (Appropriated Fund)



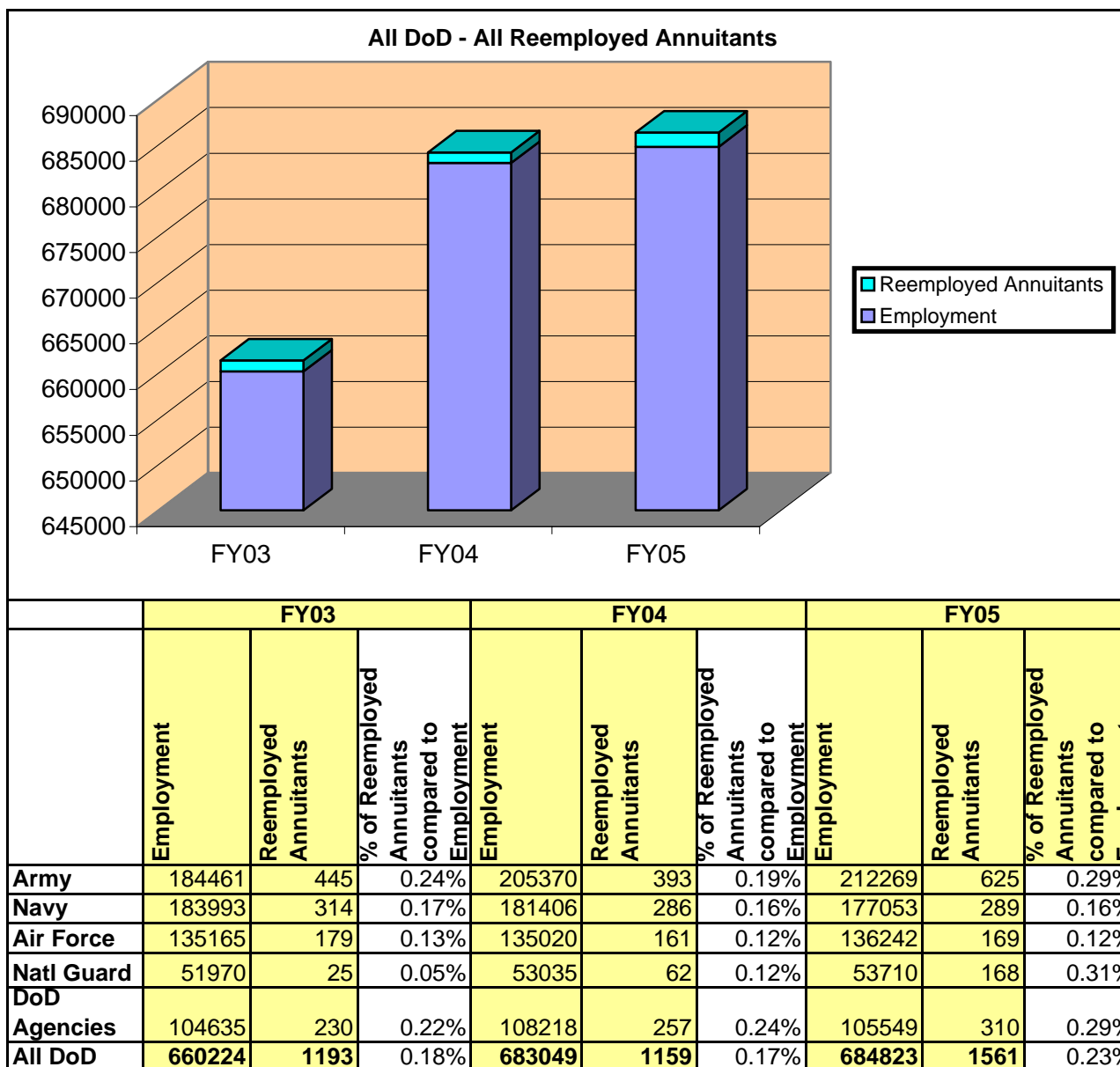
*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

All DoD Turnover Rate* (Appropriated Fund)



*Turnover rate definition: U.S. Department of Labor, Bureau of Labor Statistics, Job Openings and Labor Turnover Survey (JOLTS) defines the annual turnover rate as the number of total separations for the year divided by the average monthly employment for the year, times 100.

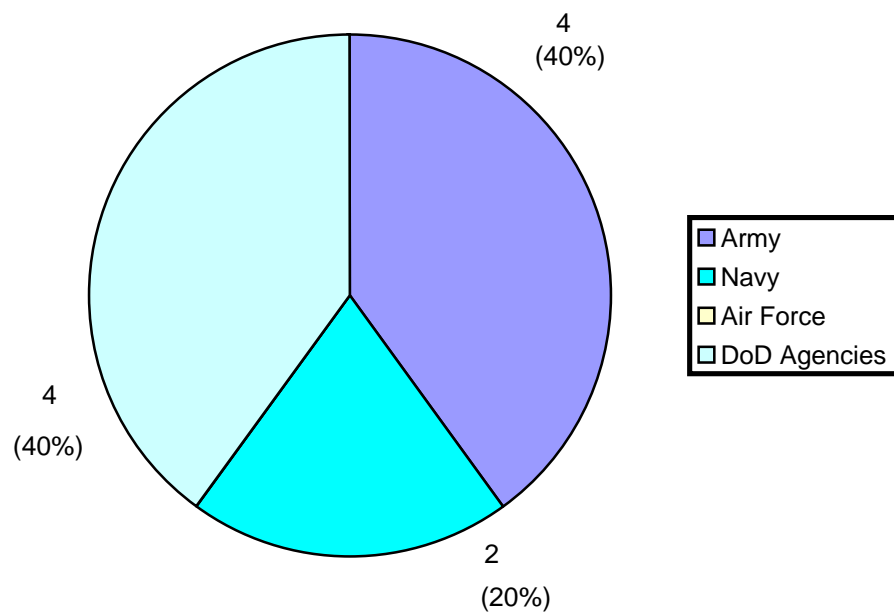
All DoD Reemployed Annuitants* (Appropriated Fund)



*Note: DCPDS codes of A, B, G, 1 and 6 (Reemployed FERS Annuitant, Former FERS Annuitant, Reemployed FERS Annuitant not subject to salary reduction, Reemployed CSRS Annuitant, Reemployed CSRS Annuitant not subject to salary reduction) were used.

Scientists and Engineers hired under DARPA Authority (Appropriated Fund)

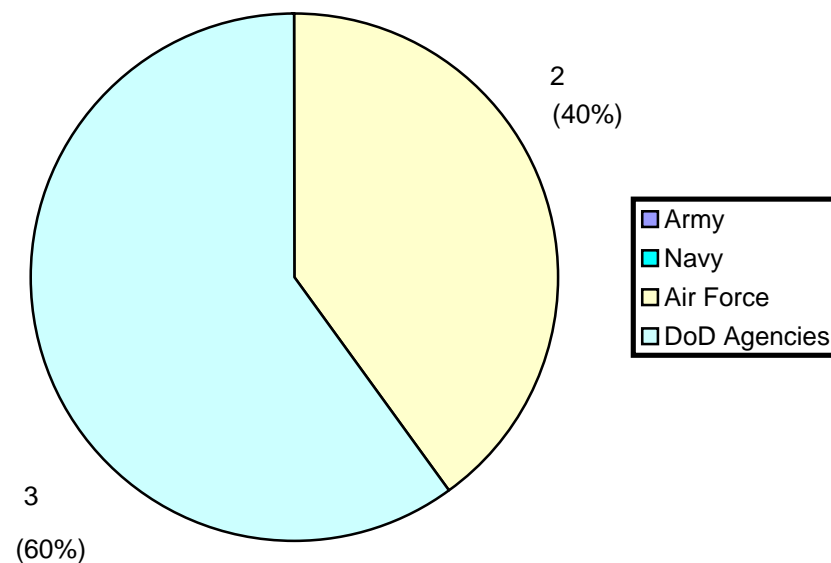
Current Employees



Scientists and Engineers hired under DARPA Authority

Army	4	40%
Navy	2	20%
Air Force	0	0%
DoD Agencies	4	40%
Total	10	100%

Hires No Longer on Rolls

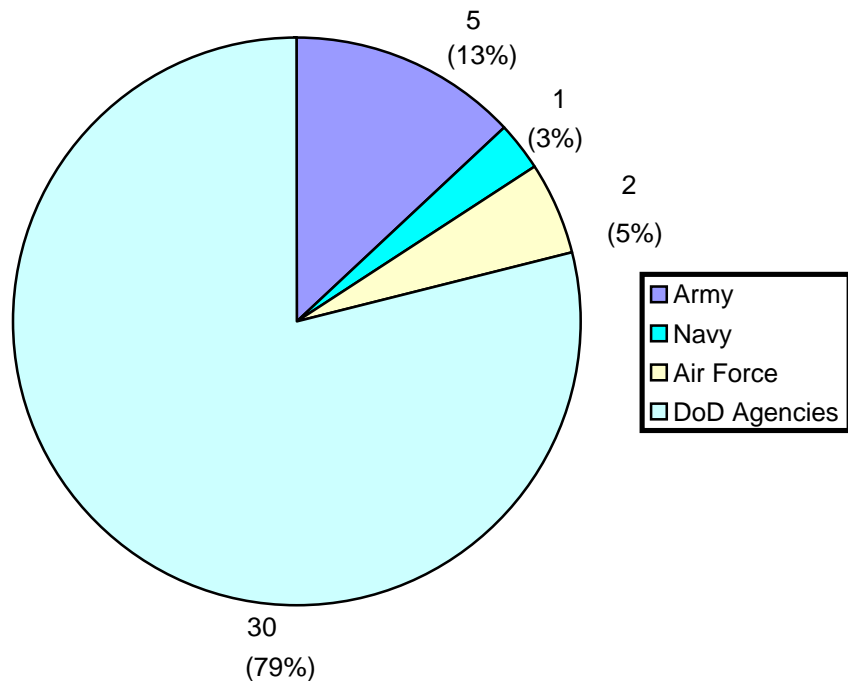


Scientists and Engineers hired under DARPA Authority

Army	0	0%
Navy	0	0%
Air Force	2	40%
DoD Agencies	3	60%
Total	5	100%

Highly Qualified Experts hired since February 27, 2004 under Legal Authority 5 U.S.C. 9903 (Appropriated Fund)

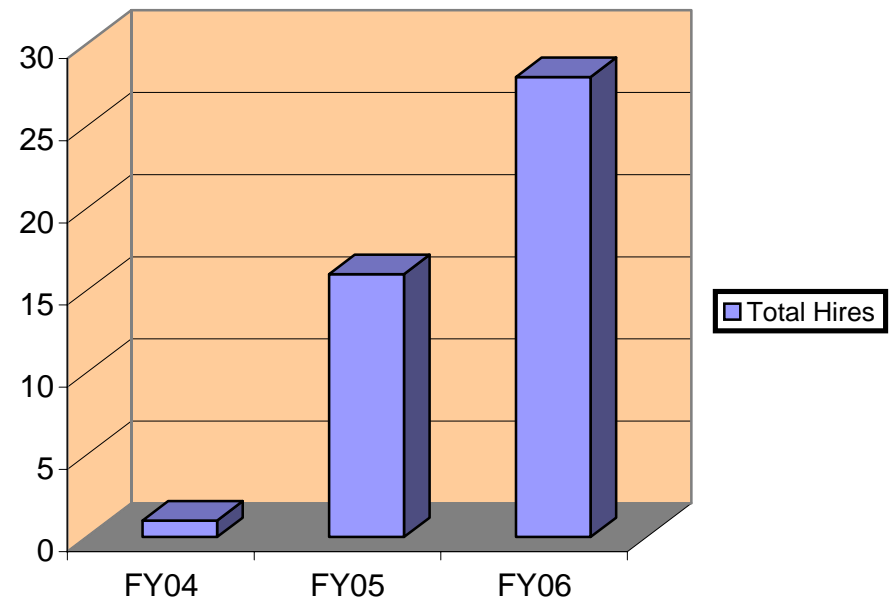
Current Employees



Highly Qualified Experts - Current Population

Army	5	13%
Navy	1	3%
Air Force	2	5%
DoD Agencies	30	79%
Total	38	100%

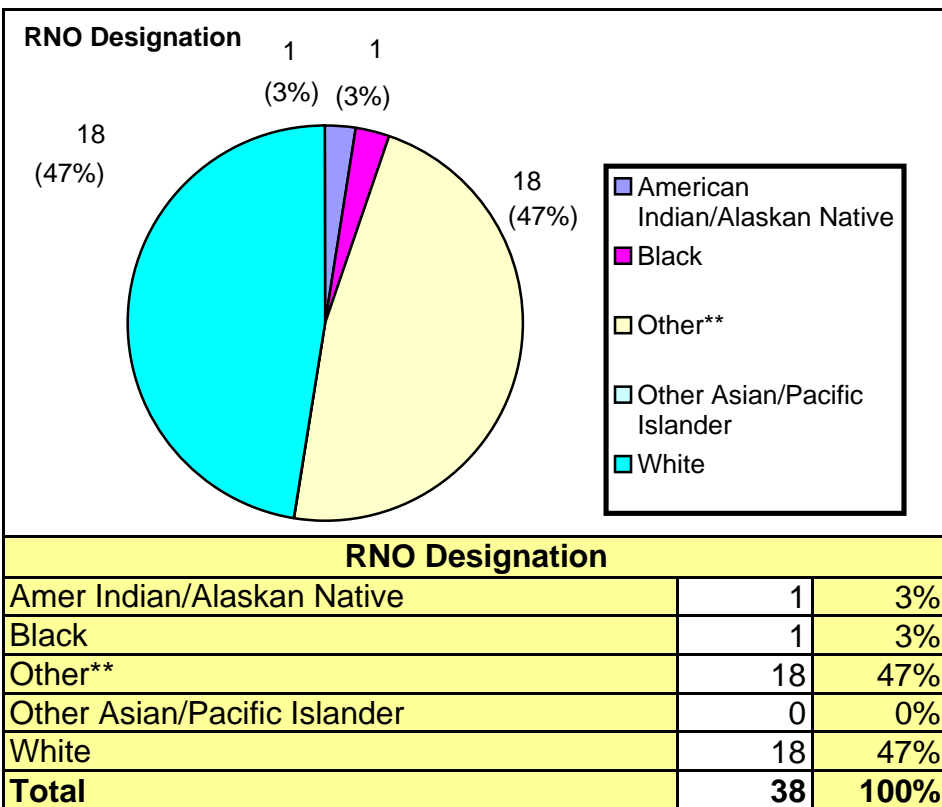
Total Hires since Feb 27, 2004



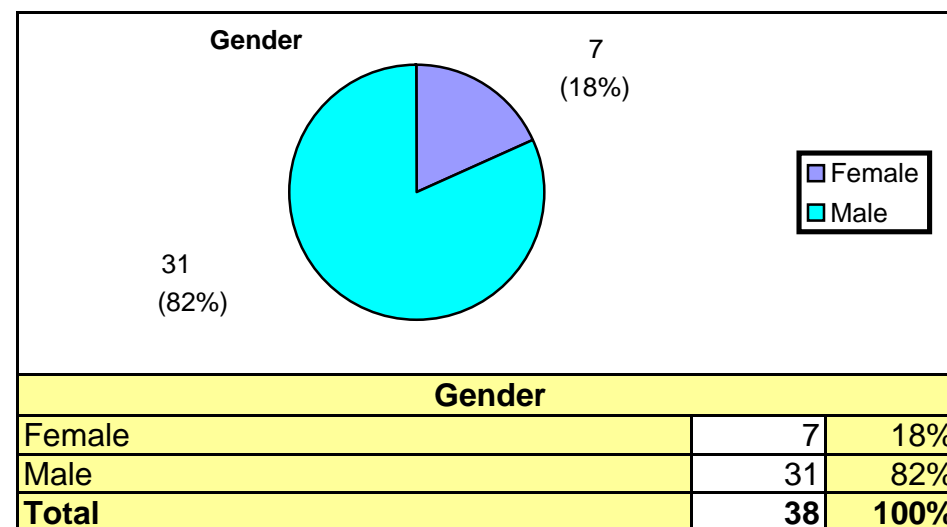
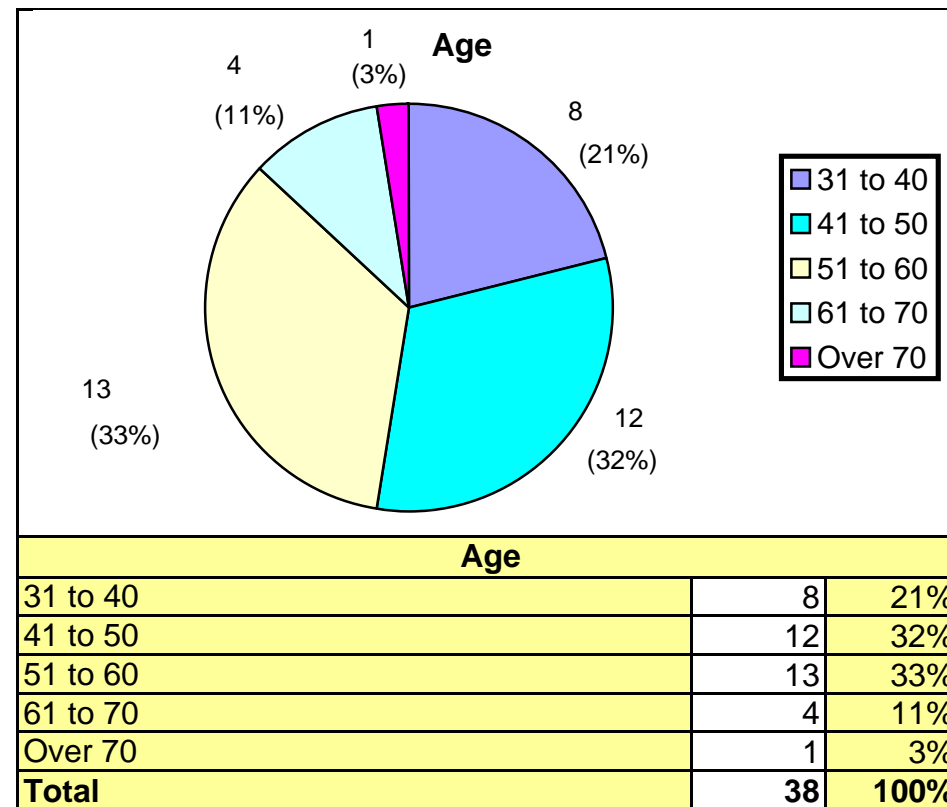
Total Hires of Highly Qualified Experts since Feb 27, 2004

FY04 (From Feb 27, 2004 to Sep 30, 2005)	1	3%
FY05	16	41%
FY06 (From Oct 1, 2005 to Jul 31, 2006)	28	56%
Total	45	100%

Highly Qualified Experts General Workforce Demographics

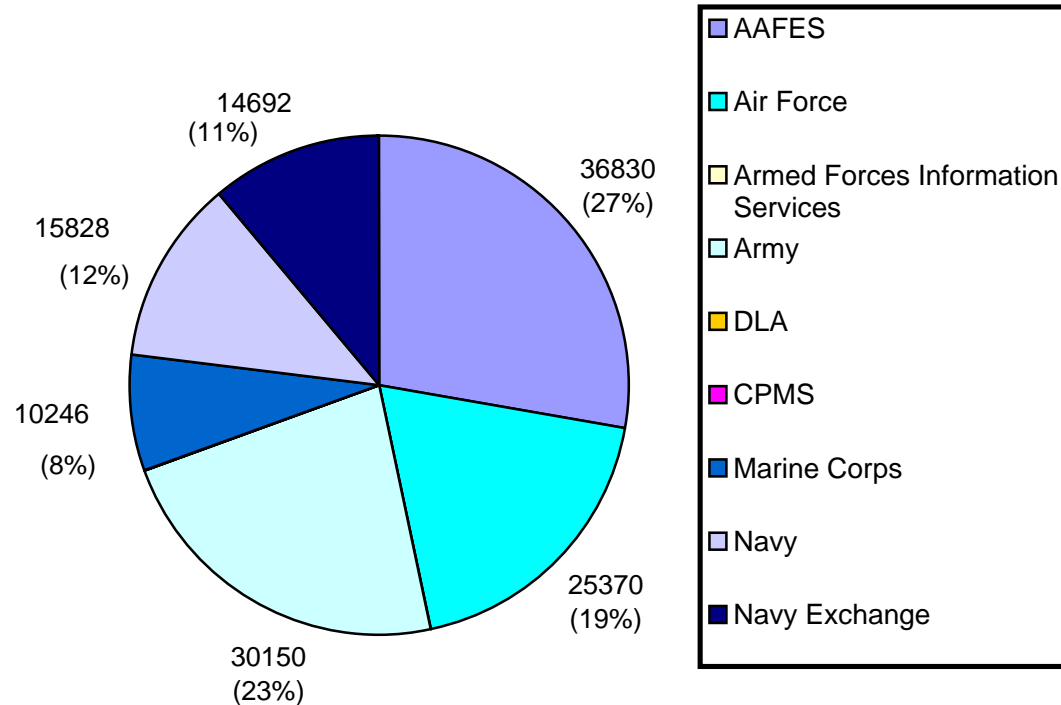


Other** Data not reported by employee



Non Appropriated Fund

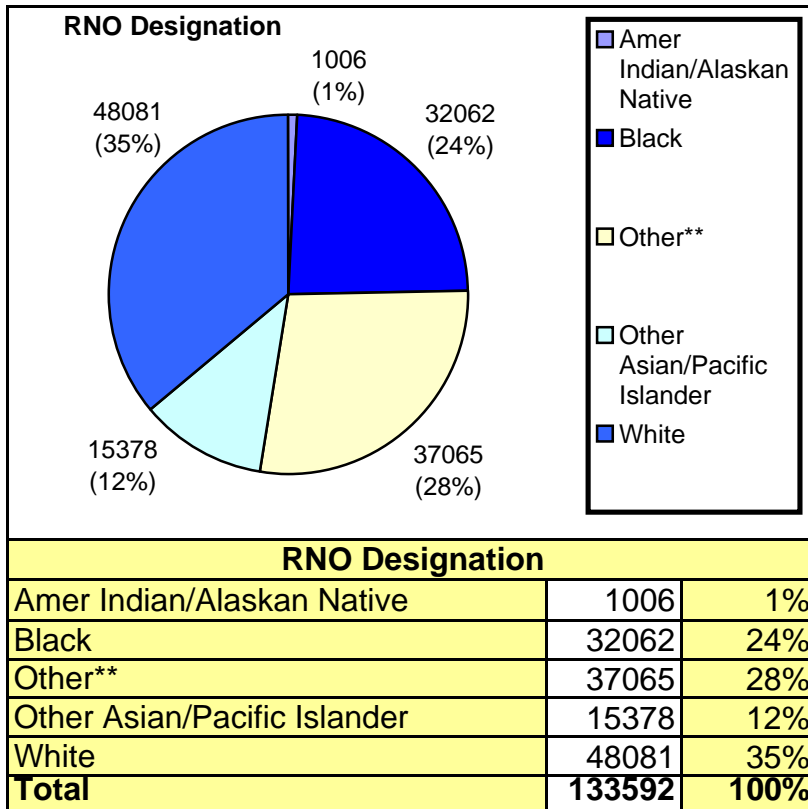
Non Appropriated Fund Employees by Component



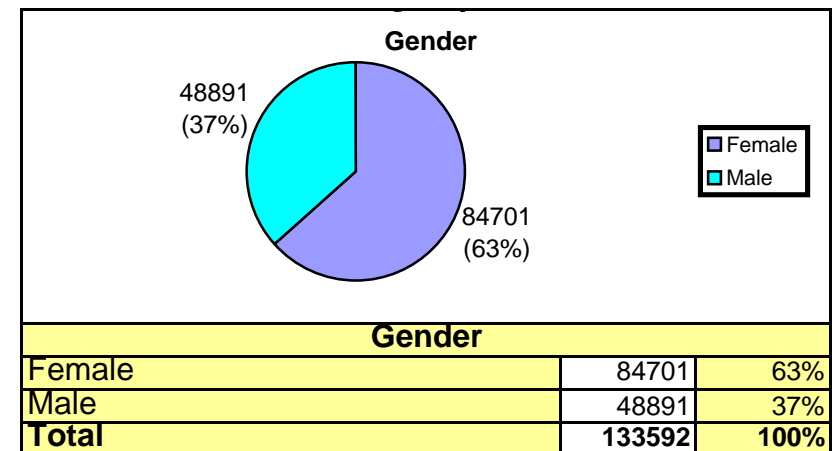
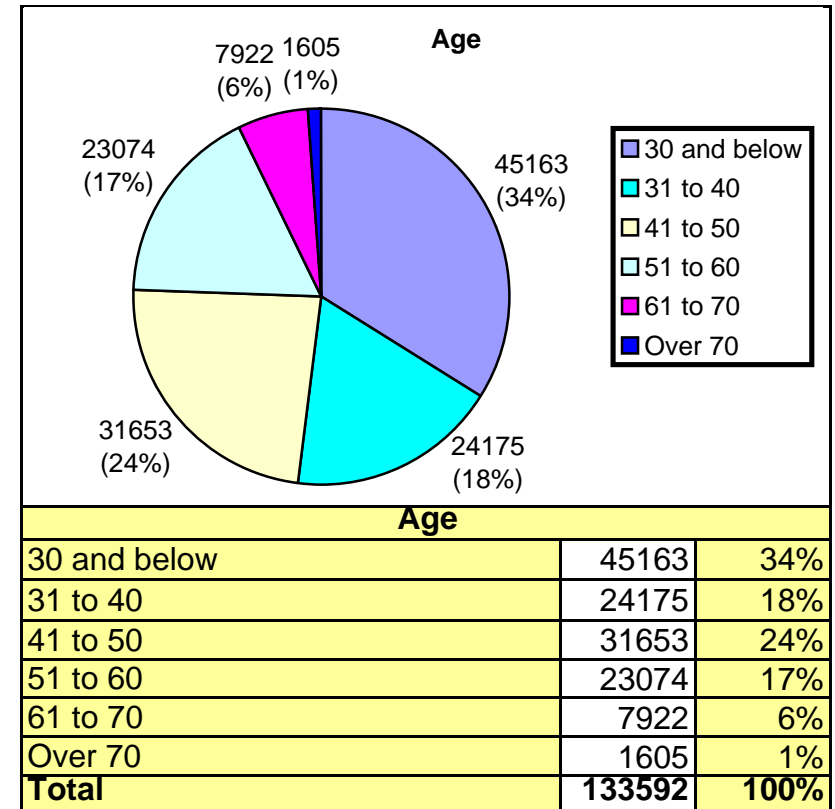
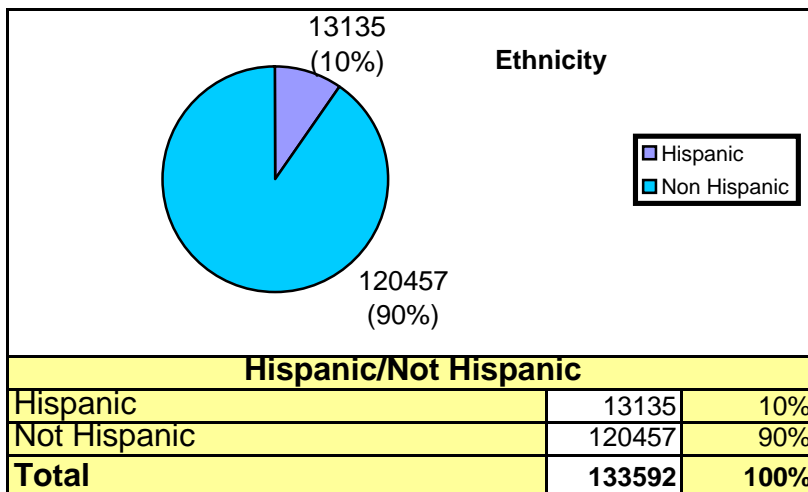
Non Appropriated Fund Employees		
AAFES	36830	27%
Air Force	25370	19%
Armed Forces Information Services	*177	0%
Army	30150	23%
DLA	*270	0%
DHRA	*32	0%
Marine Corps	10246	8%
Navy	15828	12%
Navy Exchange	14692	11%
Total	133592	100%

* Some data in table are not provided in chart above

Non Appropriated Fund General Workforce Demographics

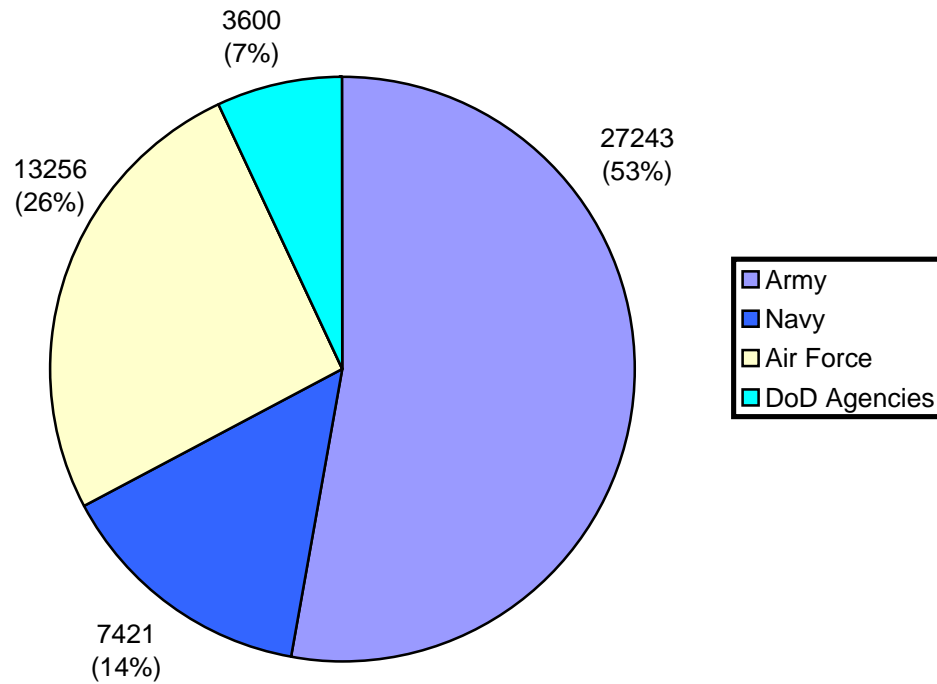


Other** Data not reported by employee



Local Nationals

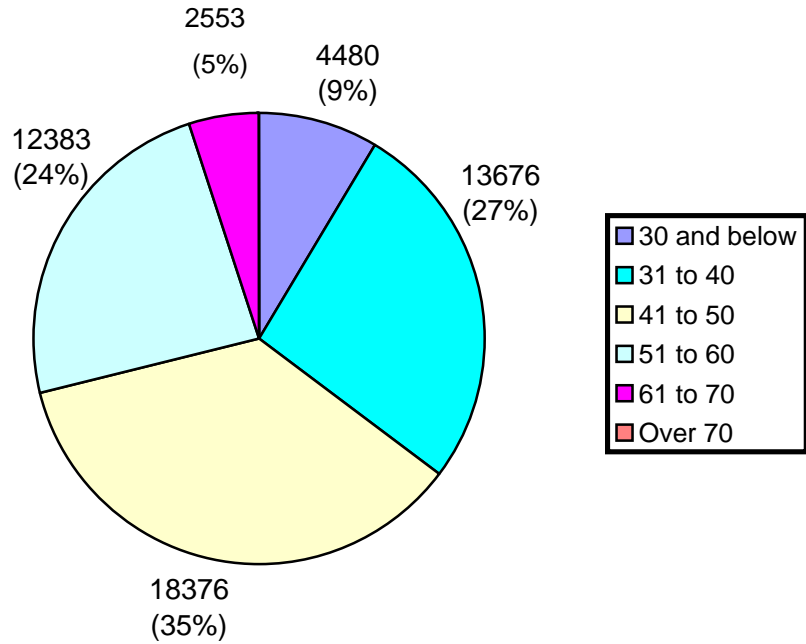
Local Nationals by Component



Local Nationals		
Army	27243	53%
Navy	7421	14%
Air Force	13256	26%
DoD Agencies	3600	7%
Total	51520	100%

Local Nationals General Workforce Demographics

Age

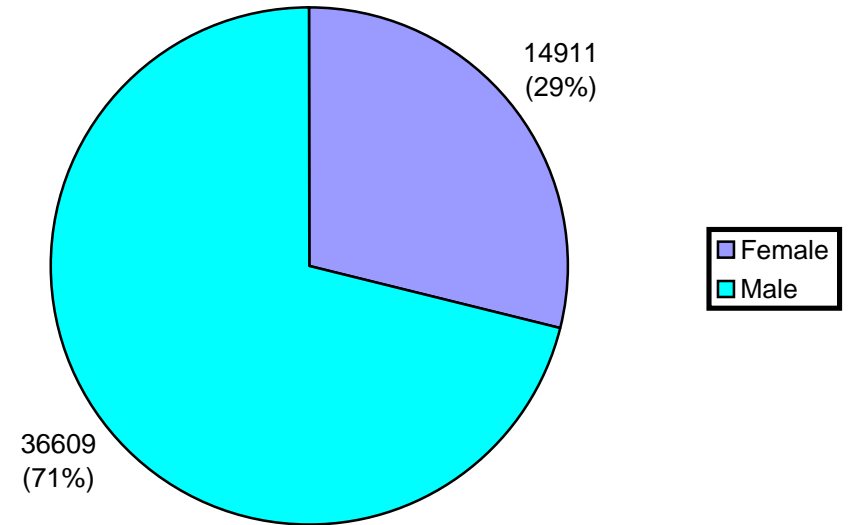


Age

Age		
30 and below	4480	9%
31 to 40	13676	27%
41 to 50	18376	35%
51 to 60	12383	24%
61 to 70	2553	5%
Over 70	*52	0%
Total	51520	100%

*Some data in table are not provided in chart above

Gender



Gender

Gender		
Female	14911	29%
Male	36609	71%
Total	51520	100%